

All Souls Church Council

Notes from the September 14, 2013 Meeting

The meeting opened with chalice lighting and reading by Rev. Rob Hardies, Senior Minister, followed by a welcome and agenda overview by Erika Landberg, Council Chair, Amy Mulry Wesolek and Rev. Cathy Rion Starr, Staff Liaisons to the Council. The almost 60 meeting participants introduced themselves to others at their tables, followed by introductions of Church Staff.

Annual Giving Campaign: Anne Bradley, Campaign Co-Chair, provided an informational handout that included information on who has and has not pledged at this point in time, and how much congregants are pledging. While 90% of the pledging income comes from members, many members are not pledging. Goals for this year are to improve understanding about the importance of pledging, raise the percentage of members who pledge, and increase the level of pledging to avoid budget reductions in 2014. The goal is \$1,300,000.

Committees and the Goals: How our many church committees and groups connect or do not connect to our visioning goals was the main focus of this meeting. In 4 sessions, participants placed stickies on goal measurements to indicate their priorities, engaged in small group discussions and reported out to the larger group their conclusions on the responses, and took some time to indicate one thing their own committee or group could do in this coming year, that would connect their work more closely to the church's visioning goals. [See page 2](#) for a chart showing the committee priorities for 6 areas of measurement; [pages 3-4](#) for highlights of the small group discussions.

Leadership Course: Susan Crim reported for the Nominating Committee (Nom Com) on the upcoming 8-session course, "Leadership for a New Era: Developing Leaders for All Souls Church". The course, developed by the Nom Com working in partnership with the Church Council, will start on Saturday, October 26 from 10-3 and twice a month thereafter on Wednesday nights from 6:30 to 9 pm. . They are hoping for 20 people in the course and a large part of the experience will be the connections made within the group. Each session of the course will have a different instructor/facilitator and cover a different aspect of leadership.

Sustaining the Life of the church in 2014: After lunch, Rev. Cathy Rion Starr facilitated a panel made up of representatives from CAPT, EASIS, the staff, and the 3rd Century Challenge, followed by table discussions and then whole group comments and discussion. [See page 5](#) panelist comments.

At the end of this session, Erika suggested that the Council Steering Committee could consider putting together a list of alternatives for locations where groups can meet during the renovation project. Bottom line: we all need to be planning ahead of time both for alternate spaces and also for improved ways to communicate and share information during the renovation.

Closing: Jen Hayman, Director of Music and Arts, led everyone in singing Ysaye Barnwell's "We are the Ones" as a round, holding hands in a huge circle.

COMMITTEES AND THE GOALS

At the meeting, 25 present committees and groups placed stickies on the following 6 goal measurements, to indicate their connections of in 3 ways: 1st priority, 2nd priority, and 3rd priority.

Annual Giving	Caring Network	Social Justice Engagement																								
<p style="text-align: center;"><u>First priority – 2</u></p> <p>Board of Trustees Annual Giving</p> <p style="text-align: center;"><u>Second Priority – 2</u></p> <p>Third Century Challenge Investment Committee</p> <p style="text-align: center;"><u>Third Priority – 2</u></p> <p>Welcoming Souls Weekend on the Bay (WOB)</p>	<p style="text-align: center;"><u>First Priority – 3</u></p> <p>Gardening Caring Network Silver Souls</p> <p style="text-align: center;"><u>Second – 1</u></p> <p>Annual Giving</p> <p style="text-align: center;"><u>Third – 3</u></p> <p>Young Souls Archives Housing and Community Dev. (ASHC)</p>	<p style="text-align: center;"><u>First Priority – 8</u></p> <p>Davies Committee Investment Committee Souls in the Center Committee on Ministry Green Souls Archives CAPT ASHC</p> <p style="text-align: center;"><u>Second Priority – 1</u></p> <p>WIN</p> <p style="text-align: center;"><u>Third Priority – 3</u></p> <p>Childrens Religious Education (CRE) EASIS Investment Committee</p>																								
Attendance	Diversity	Spiritual Development																								
<p style="text-align: center;"><u>First Priority – 1</u></p> <p>Young Souls</p> <p style="text-align: center;"><u>Second Priority – 7</u></p> <p>Ushers Greeters Welcoming Souls Seder CRE Music WOB</p> <p style="text-align: center;"><u>Third Priority – 7</u></p> <p>Annual Giving Book Nook Board of Trustees CAPT Third Century Challenge Adult Spiritual Development (ASD) Book Nook</p>	<p style="text-align: center;"><u>First Priority – 4</u></p> <p>Welcoming Souls WIN Ushers Greeters</p> <p style="text-align: center;"><u>Second – 9</u></p> <p>Green Souls Committee on Ministry Book Nook Silver Souls EASIS Board of Trustees Archives ASD ASHC</p> <p style="text-align: center;"><u>Third Priority – 5</u></p> <p>Music Caring Network Seder Davies Committee Souls in the Center</p>	<p style="text-align: center;"><u>First Priority – 9</u></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Seder</td> <td style="width: 50%;">Music</td> </tr> <tr> <td>CRE</td> <td>ASD</td> </tr> <tr> <td>EASIS</td> <td>Library</td> </tr> <tr> <td>WOB</td> <td>Book Nook</td> </tr> </table> <p>Third Century Challenge</p> <p style="text-align: center;"><u>Second Priority – 6</u></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Davies</td> <td style="width: 50%;">Gardening</td> </tr> <tr> <td>CAPT</td> <td>Young Souls</td> </tr> <tr> <td>Souls in the Center</td> <td></td> </tr> <tr> <td>Caring Network</td> <td></td> </tr> </table> <p style="text-align: center;"><u>Third Priority -- 6</u></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">WIN</td> <td style="width: 50%;">Silver Souls</td> </tr> <tr> <td>Green Souls</td> <td>Gardening</td> </tr> <tr> <td>Greeters</td> <td></td> </tr> <tr> <td>Committee on Ministry</td> <td></td> </tr> </table>	Seder	Music	CRE	ASD	EASIS	Library	WOB	Book Nook	Davies	Gardening	CAPT	Young Souls	Souls in the Center		Caring Network		WIN	Silver Souls	Green Souls	Gardening	Greeters		Committee on Ministry	
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Committees and the Goals

Karen King and Amy Mulry Wesolek facilitated having the almost 60 participants break up into 6 small groups, to discuss the committee responses on the 6 goal measurements above, as well as their thoughts about upcoming renovation impacts. After the Break, Fred Tipson facilitated the reporting out from each of the 6 groups.

ANNUAL GIVING – Wendy Carter, facilitator; Kevin McCullough, Souls in the Center, reporting:

- Was interesting because several had not thought before about their connection to Annual Giving
- Most important is to be conscious – bring it up, have conversation at a Meeting. Another idea is to go to members about giving a contribution. And then could say, for example, “70% of us give!”
- On renovation impacts: it could split giving practices, and there will be space impacts.

ATTENDANCE –Carolynn Fowler Smith, facilitator; Libbie Buchele, WOB, reporting:

- Only one group said it was their number one priority
- The groups reporting attendance as priority two focus on retaining those already here; whereas priority three focus on benefitting from attendance. There’s a tension here.
- Be evangelical? Some are uncomfortable with that.
- An outreach strategy needed – but someone needs to be accountable for this.
- The renovation? Will affect; need better signage.
- *Additional notes from the discussion: everyone’s interest but no one’s responsibility. WOB encourages friendship, which impacts attendance. Start a publicity committee (not aggressive but SMART publicity)? Questions to ask: what programs have a reputation beyond our doors? How is attendance prioritized by committees or is it an ancillary benefit? Which committees prioritize Sunday worship, or consider the church community beyond Sunday? Need to find a balance between being a liberal faith and promoting our programs and ministries. People need reassurance once inside the door. Focus on “being a prophetic church”. How do we affirm what we do – How do we avoid scaring non- believers? It’s not the work of one committee, it’s the work of all of us.*

CARING NETWORK – Karen King, Council Steering Committee, facilitator and reporting:

- There were not that many stickies in this area – need more – some found surprising, not thinking about this
- Big need: how the Caring Network works now and the need for committees to have information needed, know what it does.
- Broader needs: not just help the sick, but also in areas like housing, childcare
- It’s about training people, and need a wide range of people, also lay leadership
- How can committees be more intentional regarding pastoral care, i.e. help the music committee know what Pastoral Associates are doing, and include music in the visits.
- *Additional notes from the discussion emphasized: need for awareness, coordinated activity, outreach within ASC as well as outside ASC; connections between church leaders and staff. The need to promote what we do. Finally, identify parish care versus social justice actions.*

DIVERSITY – Jen Bolick, facilitator; Neal Sofge, Book Nook, and Jen Bolick, CAPT, reporting:

- Lots of priority 2 stickies on this one.
- Is this an afterthought for groups?
- Primary conclusion: get the front impression groups to be visible – so when walk into the church, minorities are visible. Need to improve that.
- Want to help persons make a snap judgment: “I belong here.”
- Change committee leadership composition, include more diversity intentionally
- Charge the content-based committees to be more diverse (Book Nook, Archives, Green Souls)
- Everything we do in the church should focus on more racial diversity. Look at your committee composition, at leadership of the Board, then look at the larger population.
- Remember: different points of view may come with diversity.
- Renovation? Construction time an opportunity to focus more on diversity, so we can be who we say we are.

SOCIAL JUSTICE ENGAGEMENT – Angela Heverling, Council Steering Committee, facilitator and reporting:

- Group was struck that lots of committee chose it as a top priority; some of the committees listed there were surprising. This is good!
- To get to 500 involved by 2015: discussed whether there would be meaningful activities (making up the 500 number). To reach that, need more involvement across groups, and more intentional asking of folks what they do in Social Justice.
- Work on Social definitions
- Renovation? Opportunity to out in Community and make connections. Diversity issues already built into CAPT work. One of the pertinent issues is the fence.
- *Additional notes from the discussion: social justice is a major part of administrative functions at church; discussion on ways to reach the 2015 goal and whether activities are meaningful; the need for more involvement across groups, broadening who we are counting, look at our social justice definition; and that we should survey all committees to find out who is really including social activities.*

SPIRITUAL DEVELOPMENT – Nina Marshall, facilitator; Susan Crim, Nominating Committee, reporting:

- Lots of groups picked this as their number one priority
- Interesting that CAPT and others groups chose this
- Missing groups like Covenant Groups should be here (representation not at the meeting)
- Breadth of activities very interesting. We need to broaden our view of what does contribute to Spiritual Development. Answer the question better: “What IS Spiritual Development?”
- The discussion group recommends:
 - Greater variety of activities
 - Focus on the quality of the experience
 - Track what groups are doing
 - Be sure the good activities continue

- Renovation: Will need for making connections; need to ensure classroom space, CRE. Some groups will be severely impacted, gardening for example.
- *Additional notes from the discussion: need a gathering space for mingling during the renovation. Intentional Spiritual Development activities mentioned include the spiritual component at Young Souls potlucks; music groups include readings at beginning, prayer, and the involvement is a spiritual experience for the performers as well as the congregation; the Library can promote books to assist in spiritual development; the committee on Ministry promotes shared ministry; the 3rd Century Challenge personal visits have a spiritual dimension.*

Sustaining the Life of the church in 2014

Rev. Cathy Rion Starr, facilitator

After Lunch, Cathy facilitated a panel made up of representatives from CAPT, EASIS, the staff, and the 3rd Century Challenge, followed by table discussions and then whole group comments and discussion.

- **Tom Fox from the CAPT committee** reported that renovation plans were not finalized yet. Work is scheduled to start in March with sanctuary work in the summer. We will not have to move service out of the church, although possibly moving it into Pierce Hall. There were a few concerns raised about the renovations: Will there be space for the book nock? There is no space for archives in the new plan.
- **Lori Lester from the 3rd Century Challenge Committee** reported that the committee could use more members.
- **Carolyn Fowler Smith reported on EASIS.** Tabling in Pierce Hall will continue into the fall, photographs of projects will be added. Church groups are encouraged to submit opportunities at the table.
- **Gary Penn reported on “the City,”** a social media site for churches that was created originally for Evangelical churches. We will move to this to help with communications during the renovations. It will be permanent and will replace current Group spaces. There will be sections on the website for groups and for church-wide information. There will be training opportunities over the fall.