

All Souls Church Council Meeting minutes

January 26, 2013

Chalice Lighting and Opening Worship on Theme Ministry-Rev. Rob Hardies

After the opening, Rob discussed making the monthly themes that are used in sermons and covenant groups a part of other meetings and church activities. There was a suggestion to make the covenant group information available to everyone. Rob suggested having a link on the website or in the Spirit. Someone suggested having a paper copy available at the front desk.

Welcome and Council Overview-Erika Landberg

- Erika welcomed secretary, steering committee members, and Board of Trustee members who were present.
- Amy briefly discussed goals and visioning reporting.
- The Operations Handbook draft is completed and Gary Penn will soon have the online document available.
- The 100-word committee descriptions are completed and will be available on the website. Copies will be available at Find your Ministry Fair
- Technology update-Angela Heverling and Carrie Davidson and others will meet with Gary Penn about council page on the All Souls website and other issues.

Organizing our Shared Community-Cathy Rion Starr

Cathy presented her workshop. "How do we think about our shared ministry?" "We are task oriented but need to be spiritually grounded." A healthy group (committee) has folks coming in and we need baby steps to bring people into the base and move further into leadership positions based on personal relationships. There also need to be ways for people to gracefully exit leadership positions.

Committees met and completed forms describing their membership. They reflected on racial and age diversity.

Cathy asked for feedback on question: "What would help you get to your dream, what do committees need?"

- Always struggle with achieving racial diversity without tokenizing or overusing people of color.
- Relational meetings.
- All Souls email addresses and/or the ability to communicate through the All Souls' website
- Young Souls involved in other sectors of the church/cross age relational meetings.
- List of people in the "universe" but not in any base.
- Ability to pull from database.
- Ability to reach out to other church groups
- Beckner Fund-getting grantees involved.
- ESL-getting students involved to help recruit more students into base.

- WIN-create more middle ground, missing active member layer.

Finding your Ministry-Members of Volunteer Ministry Committee

Members of the Volunteer Ministry committee presented ideas. People want to volunteer but do not want to be on committee. Old ways are not working; need to bring people into leadership positions based on personal relationships. All committee were asked to create short term activities. There will be a Volunteer Ministry Table that will be manned by a one church council member and one committee member each week. There was a suggestion to alternate the table between Pierce Hall and the main entrance of the church.

This will be a regular part of new member orientation. Like the financial commitment, this should be a part of joining church.

The effort will “kick off” with Finding your Ministry fair. Worksheets were handed out to committees to fill out and present at tables.

Suggestions:

- Relational meetings with members who are not part of the base of any committee. This could be done by the Welcoming Committee, or with a script created by that committee.
- There was a suggestion to use more spiritually based language instead of “volunteer.” The suggestion was to use “service” or “opportunities to connect.”
- Introduce at Roots and Wings classes.
- If someone signs up to volunteer, they should be called and reminded.
- “Ask Me About . . .” nametags
- Follow up with new members on their anniversary.
- Create Church Council website

Deepening your Ministry-Members of the Nominating Committee

How do we bring others into core of committees? There was a discussion of successor planning, with examples of successful efforts. When Shirley Thompson wanted to step down after leading the ESL program for many years, she and Mary Rojas worked with the Nominating Committee and Mary hosted an event to address the need for new leadership. Two leaders have stepped forward. If any committees have similar issues, Claudia Leibler can come in as an advisor and help with this issue.

The Nominating Committee proposed a workshop, which would include the following issues:

1. Explore models of leadership
2. Develop skills in mentoring
3. Create a leadership pathway.

Rev. Rob suggested that the committee consider who the audience is for the training. There was another suggestion to have the training available for specific groups with leadership gaps to fill. Who

would a committee call if they needed someone to present at a retreat, etc? Start with the Nominating Committee. Successor planning is not organic. It needs to be a diligent and thoughtful process.

Church News

CAPT

- Tom Fox reported that construction firm has been selected: The Forester Firm. They have experience with historical renovation, sustainability, relationships with local communities, and DC labor issues.
- The committee is working with the architect to determine costs so we can make a decision for the April 7 congregations vote.
- There will be an opportunity for congregants to have vote.
- On March 10, there will be a presentation by the architect after the second service.
- There was a suggestion that some of the actual building work could provide a volunteer opportunity.

Third Century Challenge

- Kathy Mulvey reported that the committee is following up with pledges, including reaching out to members who haven't pledged and new members.
- Currently 8.2 million has been pledged. (**Correction**-as of this date 7.8 million was raised)

Other Announcements

- Scott Hanna-Weir announced the April 28 premier of a commissioned piece of music at both services
- Silver Souls announced the need for recipes in upcoming cookbook.

Closing and Adjournment

Intern Minister Abbey Tennis led everyone in a circle of song to close the meeting.