

All Souls Church Council Meeting Notes
Saturday, September 20th, 2014

9:00 Arrival and Breakfast

9:30 Chalice Lighting and Reading

- (9:38) Rob: “Prayer for this church”
- chalice lighting

9:35 Welcome, Agenda Overview, and Participant Introductions

- Erika: lay and staff share the ministry – “shared ministry affirms that everything we do together to serve each other, our church and the broader community is ministry. We are all called ... together to create a diverse, spirit-growing, justice-seeking beloved true to our name, All Souls.
- Table 8 members : Marianne Anderson – caring card shepherd, Jen Hayman represents music and staff, AKR, Gary on Staff, Chuck Woodridge on Hiroshima children’s drawings and Committee on Right Relations (conflict resolution) on the board, Jody is table 8 facilitator and represents the RE committee.
 - Chuck envisions a cadre of mediators to help with conflict in the church. This is terribly important because, as a church with a covenantal foundation, we need to care for our horizontal relationships between us.
 - There are 5 really “stellar” members of the group who have wonderful professional conflict resolution skills and great church leadership
 - The limit is that the right relationship committee does not come into play in staff:staff conflicts – any other type of conflict falls under their purview.

9:50 Staff Introductions

- Rob “I’d like to take just a few minutes to have our very talented staff introduce themselves and say a few words about their role at the church”
- Susan Newman: “ since august 2010, associate minister of congregational life and pastoral care. Young souls, silver, etc. souls. Pastoral care – 1300 members, 900 active – we care for them and their families in their joys and sorrows. Engaging in preaching
- Katie Loughry – facilities manager, means business manager and taking care of facilities
- Leo Jones – chief program officer since august 11th 2014 – job is to support and guide program staff, main responsibility to make sure all programs are aligned with the church mission
- Patrice Curtiss – brand new been here three weeks! Overseeing welcoming membership and social justice.
- Delores Miller interim director of children’s education – been here 9 months – my job is to keep the children’s RE train going – currently about 100 volunteers, serving around 200 children currently in our program.
- Lenard Starks – work in music dept. been here since 1996, direct the jubilee singers – we sing on avg. twice a month, usually on 2nd service and one other service or external event. We like to sing songs about creating a better world and about the environment
- Solomon last name? – responsible for the pulpit sound

- Gary Penn – been here 7 years in November – in charge of communications – responsible for weekend publications, fb page, our database (including membership info, financial info), no longer do space use – that’s Tony!
- Jen Hayman – director of music and arts – direct All Souls choir and the newly revamped children’s choir, working in conjunction with Leonard and facilitate the Akoma at All Souls – moving toward 150 members – and help as staff liaison to vespers. And also got our faithify program 130% funded
- Also acknowledging David Lindsey, Mark last name?, and Flora Gussman? Yay for them!

10:20 Speed Dating with the Staff led by Karen King

- Katie mentions before the speed dating – take a long at budget requests form – all requests DUE TO ME BY WEDNESDAY – folks working with me include folk..... October 26th after the service is the budget meeting DON’T MISS IT!
- Staff questions – Rob: do you read my emails??? And what would you like to see in them?
- Jen: 1st: if any of you know of any sophisticated (missed this word)– and would any of you be interested in that as a non-performing ministry. 2: I’m trying to involve some of our younger community members into our non-performing arts offerings, - anyone know of broader community resources. 3: what can our arts program do to celebrate our grand reopening?
- Delores: I want everyone come find a way to volunteer in RE. whether its repairing clocks, knitting socks, or using blocks – come find me! I want to involve as many people with possible – can you help??
- Leo - can you tell me one or two concrete ways that the staff can support your efforts in your committees and programs?
- Gary – I would like to know how each of your committees or groups communicate – i.e. what tools are you using, e.g. Facebook, Google groups – what’s the variety?
- Patrice – 1: curious to know how in your committees you hold up the church’s vision and goals and how that impacts what you decide to do 2: what can each congregant do to make new members and guests welcome and engage with the church. Please send me an email!!!
- Katie – what you would like to know about the finances and facilities???
- Susan – is there someway with all the knowledge and resources to find a way to find the money to hire a full time or part time administrative assistant for the clergy – b/c my ministry requires filing that I haven’t done in a year. Or do data entry. And it’s too confidential to have just anyone do it.
- Erika – should we do this every fall? Yes, there’s applause for that.

10:50 Generosity Campaign 2015

- Erika – please cast your mind to tomorrow and the scene is coffee hour.
- There’s a skit between Taryn and Bob.
- Taryn explains that the generosity campaign will try to visit every member – but we need to recruit folk to meet with each member to talk about what All Souls means to

them. We're asking all trustees and officers to be visitors, and we're going to have trainings. Anyone who wants to sign up to become a visitor can sign up.

- What about the capital campaign – for anyone who hasn't pledged to third century challenge campaign- we want to talk to them about that too. Because we still need money. We'll provide training (3 in October) and you can choose whom you want to visit. October 8th, a Wednesday, 12th, a Sunday after service and Saturday 18th are the training dates.
- Are there are goodies for people who sign up to be visitors – yes cookies!
- If you sign up, you'll get to go to a party at Rob's house!
- You don't have to go to all three trainings, just one.
- October 19th is the generosity Sunday.
- Please encourage your committee or group to be at generosity Sunday. October 19th
- If people need child care – please let someone know in advance so that Delores can have childcare available.
- Even if you can't make it to one of the trainings, talk to Bob anyway, and we'll find a way

11:00 Where Are We Going?: Goal Setting

- See notes section:

11:45 Break

12:00 How Will We Know We Got There?: Measuring Progress

See notes section

12:35 Next Steps

- Erika – thanks, y'all!
- Wendy – we want you all to go back to your groups to work over this stuff and then come back with goals, measurements, questions, issues and we the council will address that in January.
- Cledwyn – in May we'll have discussions about the church's goals as a whole – and then we'll be using the goals we're developing now to inform the church-wide process. Where *should* we be in five years, ten years – we're going to try to start shaping that in January.
- Karen – our goals setting is also about *priority* setting. So please think about goals, but also priorities for your group and for the church. That means that some of our goals from 5 years ago may fall off as no longer as important, and some things may get a bigger push, and we may have some new goals as we meet new challenges.

12:40 Church Announcements

- Denominational Affairs
 - Bob: you know, we have a 1000 congregations in the UUA – our region is the Joseph Priestley region. One of our goals was to have a full delegation at the UUA – next year it'll be in Portland Oregon, so if you want to go. Also, about the chalice line (?) are folks who give \$20 3 times a year which helps small congregations get going

and start their own church. We want to increase our percentage of folks contributing. Also, the Reeb committee wants to make sure that everyone knows about the Reeb project – Bob calls for questions but there are none. You can go and register voters or be part of a phone bank. DO IT!

- Nominating Committee
 - Susan Crim – there's going to be a by-laws change to expand the mission of the nominating committee. Secondly, we want to expand the development training for our leadership training – get in touch if you want to develop the course and stay tuned for more details – meeting on November 26th?? [Missed the date, sorry]
- Erika – church council has responsibility of recruiting people to serve on the committees. Please be thinking of people who would be great to serve on the “leadership development and nominating committee” and we'll need EIGHT people, and will have a new more substantive role.
 - Also the steering committee has to report on 11/19 to the board on goals – so be on the lookout for us asking for information
 - The find your ministry fair is tomorrow **BRING YOUR INFORMATION AND RECRUIT RECRUIT**
 - October 19th is generosity Sunday
 -
- Renovation Update
 - Katie led a tour for all those who wanted to see the renovations at the break.

12:55 Closing

- We finished early at 12:47!!!!