

All Souls Church Council Meeting

Saturday, January 24, 2015

Arrival and Breakfast

Council Steering Committee Members. CRE - Committee

- Erika welcomes everyone and asks everyone to introduce themselves briefly at their own tables.

Welcome and Introductions

Erika Landburg, Council Chair

- Delores Miller, Interim Children's Religious Education Director, begins by leading the welcoming song, lighting of the chalice, and singing of The Spirit of Life.
- Delores' Story: based on Aesop's Fable of the Belly

Children's Chapel

Dolores Miller, Interim Children's Education Director

- Blessing: "We are blessed, we are blessed by being, we are blessed by being here, we are blessed by being here together."

RE Primer

Dolores, James Ploesser, Youth Director, and Anne Herr, CRE Chair

- We serve ~ 250 children from newborn (weeks old) through seniors in high school
- The curriculum for all students from kindergarten through Middle school is based, for the first time this year, on the monthly themes that the rest of the church is working through too.
 - Every week we create a lesson on that theme, not using a standard curriculum.
 - Rev. Rob adds that the decision to change the RE curriculum to cycle with our monthly themes is part of the attempt to break down barriers between kids and adults. This way, parents and kids can engage with each other on the same themes.
- We have 80-90 "leading learners" or Sunday school teachers.
- Staff:
 - Dolores is contracted until June 2016, and then there will be a settled and permanent hire. Dolores is not allowed to apply for the permanent position.
 - James Ploesser 10 hrs./week is the youth coordinator; Kim Adams is our nursery person; We're also hiring 20 hrs./week with benefits (!) RE assistant.
- James introduces the youth who are the 9th – 12th grade congregation members. Two youth members describe what they do.
 - Natalia – gives a summary of the coming of age class, which happens every other year.
 - Sophia – describes the Youth Adult Committee YAC meetings.
- James – describes OWL, the Our Whole Lives sex education. The middle school and high school OWL education teaches developmentally appropriate sex ed curriculum. We talk focus on how to make choices, and connect those choices to life goals.
 - Rev. Rob – I've been hearing requests for OWL education for adults too.
 - James – Many of the OWL advisors have a passion for sex education, and are equipping themselves to be able to offer that for the congregation.
 - Dolores – OWL teachers receive an intensive training over a three day weekend.

Game Activity

All Souls Youth

- Sophia – This is a fun getting-to-know-you game, but not as awkward as most are!

Focus Group tables RE Committee

- Delores – Each of 7 total tables will have one representative per table and there will be two questions asked:
 1. What role should our children and youth play in the life of the church?
 2. What role should the church play in the life of our children and youth?
- The focus groups had brainstorming sessions, and then reported out their findings. *See attached notes on these findings.

Reading “The Greeter” Carolynn Fowler Smith, CRE Committee and CCSC member

What does RE Program ask of us? Jennifer Keller, CRE Committee member

- Jennifer – Here’s the Big Ask:
 - We want all committees to brainstorm and ask how you could involve the youth in your individual committee. For all ages!!!!
 - There are post-its at your table. Pink is for barriers. Yellow is for ideas.

Committee on Right Relations Kathy Ferger, Chair; Fred Samuels, Winanne Kreger, Tom Dunn and Chuck Woolridge, members

- Kathy Ferger – our work is an essential element in realizing the beloved community. We need to be able to honestly address conflicts in order to create a lot of positive growth! We work with three ideals and living practices -
 - we resolve conflicts directly using openness and compassion
 - we listen with respect and attention and speak with care
 - we acknowledge our mistakes and shortcomings and are willing to forgive those of others.
- Fred – We focus on education and training for everyone in the congregation and our leaders. There are three levels to the process we envision:
 - People will work it out between themselves – we will help to provide tools so they can do that without further intervention from us
 - Have assistance and facilitation or mediation by a member of “right relations team” who have the right experience and background in doing this conflict resolution and mediation.
 - Formal and structured process – our committee will provide resources to work through a more serious conflict
- Chuck – Whom does our committee serve?
 - individuals – member to member
 - groups to groups
 - staff to member or staff to group
 - between member to minister (no longer handled by the Committee on Ministry)
 - What conflicts does our committee NOT serve?
 - between ministers or between staff
- Erika – suggests we have a longer session on this in the May council meeting!

Leadership Development Nominating Committee: Leadership Course – Susan Crim, LDNC Co-Chair

- Susan Crim – Applications for 2nd cohort of the leadership development course taken through the 22nd of February. This will be a 6 session course over 6 Saturdays beginning March 14th.
 - Development of the course has been by the curriculum development committee: Erika, Leo Jones, I [Susan Crim], Tom Fox, Claudia Liebler, Janine Chambers, and Marlana Valdez

Committee Goal Setting/Measurement Wendy Carter CCSC member

- Wendy – In September, we drafted goals together so you could go back to your groups and work through these goals.
 - Goals written and posted to be viewed. A few shared them vocally.
- Karen – Please around and look for commonalities; those are potentials for you to collaborate.
- Sharing Volunteers:
 - Carrie – Pastoral Care - I'd like to be able to search church directory by zip code, and we should have pictures of everyone.
 - Craig Wyatt – Membership – Replacing or giving new name tags. Have person's name, and if a member, the year they joined.
 - Alan Johnson - All Souls Housing – Preservation and development of affordable housing – we do this through advocacy.
 - Second the wish to search the directory by zip code!!!

Details and Notes Erika Moderator

- We've been doing a theme in our January meetings. If you think of another area of the church that we should feature in a council meeting, let us know!
- Let's document procedures and guidelines this year in order to save our institutional memory.
- Please fill out the feedback forms! We use them!
 - Please note on the orange sheets if you have any interest in the leadership/EASIS/CCSC

Closing Leo Jones, Chief Operating Officer

- What we do is a mix of spiritual and procedural – the second to support the first so that we can build the beloved community together!
- Leo – Put Saturday march 21st on your calendars – we'll have a welcoming summit to discuss *everything* we do on a Sunday morning

Steering Committee Members:

Jen Bolick, Wendy Carter, Carrie Davidson, Pablo de Jesus,Carolynn Fowler-Smith, Goldia Hodgdon, Cledwynn Jones, Karen King, Vickie Lindsey, Erika Landberg, Allison Ralph, Fred Tipson, Leo Jones, Chief Program Officer and Council Liaison