

2017.10.01 Visioning Meeting Minutes

Present: Paul Roberts, Bruce Roberts, Carvina Williams, Branwen Cook, Amanda Coughlin, Joanna Begin, Julie Roberts, Lambert Rahming, Wendy Miller Olapade, Kathy Williams, Joy Harris, Ose Manheim, Aaron Olapade, Gini Berthiaume

- I. Honing the Vision of Sanctuary and the Focus of her Ministry
 - a. What is God calling us to be?
 - i. Worship and Faith Formation – “Deep Questions, Deep Conversation, Deep Connections, Deep Convictions”
 1. What is currently working - Art, Film, Dialogue
 2. What is currently missing – does it matter?
 3. What should we grow into to expand sustainability?
 - ii. Care and Justice – “Making God’s Love and Justice Real”
 1. What is currently working - Lakota Youth Stay
 2. What is currently missing - Medford Cares and other Volunteerism. Community Supper for families?
 - iii. Community Commitment – “Moral Leadership, Organizational Expertise, Coalition/Partnership Building, Community Chaplaincy” Medford Overcoming Addiction, Safe Medford, Medford Health Matters, Medford Community Coalition, Medford Conversations Project, Medford Interfaith Clergy, Medford Film Collaborative, Medford High School, Tufts University – Community Relations, Tufts Chaplaincy, Chamber of Commerce - Halloween Block Party
 1. Is this our work?
 2. What does it do for sustainability?

Comments

- Kathy – Wonder if the Community Commitment is too big a part of what our staff is doing. Is it balanced? One of the reasons she belongs to a church to talk about the fact she is a Christian and not find it.
- Joanna – Response to Kathy Reminding of our call in Matthew and pointing out that this is what Wendy + Lambert are doing
- Lambert – Responded to the large paragraph and explained how just because it is a large list doesn’t mean they are running all of it. Example Block Party. Connected does not mean large time commitment. For more of ourselves
- Wendy #1 #2 + 3 are split 1/3 each of her time.
- Julie – Feels like she doesn’t know what is going on at these organizations or meeting, maybe sharing out and giving updates would be helpful and allow for connections. How do we all be more a part of these things?
- Gini – share the minutes
- Paul – What is the best use of staff time? What has the biggest potential and sustainability? Not just the boiler but the program
- Branwen – Realizing that it takes a long time to create association and recognition and connection – it hasn’t been that long
- Wendy – The community does know us as she goes from place to place
- Kathy – we need to offer more deliberate prayer and to help them understand God’s love not just the pastor
- Joy – is hearing that they want or are interested in the “church.” There is a disconnect between Faith community and our outreach.
- Wendy - We are being church as we participate in these things. Do we need them to be members on Sunday morning?
- Kathy - How can we better shine our light and love to those who need it? Not an either or but both + all.
- Wendy - We need to count our successes as those who are touched instead of creating members.

- b. Who is our Neighbor – Presentation on the Demographics of Medford and Sanctuary UCC
 - i. Who is out there – Mosaic Information
 - Medford’s Mosaic – Largest segment – Full pockets / empty nesters.
Second Segment – significant singles
If we want to attract different groups we need to recognize, discernment and make decisions around that!
 - Art Church, Healing/Recovery Church, Queer Church, Brunch Church, Film Church
 - We have no conversion / evangelism skills – not able to invite, we need to develop these skills
 - Our Sunday Morning is not explicit enough in welcoming and defining the experience – ONA, addiction recovery, healing
 - No programs with children, parent get out night, child care, medford cares baby sitting service
 - ii. Who has been attracted to us to date – empty nest, boomers, artists, LBGTQ
 - iii. Are we currently a church with ministry to families with kids, millennials, seniors?
 - iv. What do we need to do to reach our vision of multicultural, multigenerational? Should that vision change given our experience and limited time to become sustainable?

- II. Define and prioritize the Essential Functions and Staffing/Leadership structure and skills to achieve sustainability – What and Who and How: 2018 and beyond...

Current Status

- We have two more years till \$2 mill
- Sustainability is key/everything
- Losing Lambert + Linda, and some of our leadership circle (Treasurer)
- Wendy – Am I Still the right match as pastor? (Not to make us nervous but out of integrity for her profession.

Need to Consider (see agenda document for details)

- a. Pastoral/Clergy Functions
- b. Church and Administrative Functions
- c. Accounting/Bookkeeping (what happens when Amanda completes her term)
- d. Marketing/Social Media Functions
- e. Grants/Investors/Sustainers (external fundraising)
- f. Stewardship (internal giving)
- g. Community Organizing Functions
- h. Change to the roles and responsibilities of the staffing structure;
- i. Change to gifts and graces for the positions we have in place

- III. Develop Organizational Structure for leadership that supports mission and sustainability – is a change to bylaws needed for ministry model and sustainability?
 - a. Requirements for serving?
 - b. Needs for standing committees?
 - c. With attention to safe control of Finances

What, Who + How - Our needs (see agenda document)

This is our bucket. This is our work for the next 3 months. Join the Leadership Circle in this process. Please keep in mind we are a church and it is through God’s love we are doing this.

Getting Organized

- We would like to rewrite the by laws to allow for folk who are not “Sunday morning worshippers” to serve in leadership and feel a part of the decision making and mission of sacntuary

Comments:

- Kathy – Against this bylaw suggestion
- Ose – Why are we UCC?
- Wendy has her suggestions, but the leadership circle has not discussed this
- Branwen – go back to the scripture from today? Manna
- Lambert – Are we the mana - to the city of Medford? What is this? It is the bread of God to eat and the manna was enough> Have we been enough? Can we be enough?
- Paul – Even as he considered the loss of 2 staff members he never thought about closing / ending.