

## 2022.12.01 Committee of the Whole/LC Meeting

Sanctuary UCC Annual Meeting voted to implement a [Committee of the Whole Model of Governance](#); wherein all members and partners of Sanctuary UCC are now "elected" to do the work of the Leadership Circle. Here is the Mission and Ministry Plan that will guide that work this year: [2022.2023 Mission and Ministry Plan](#). Minutes from previous meetings. (<https://medfordchurch.org/minutes/>)

### Agenda/Minutes

**In attendance:** (11) Wendy, Paul R., Gini, Terri, Erin, Paul S., Christy, Julia R., Aaron, Ben, Becky

1. **Approve [Meeting Minutes](#)** - Terri makes a motion to accept minutes, Christy seconds; All in favor (unanimous)
2. **Call for Agenda Items From C.O.W.**
  - a. Signage: told by the city that we had to put up a sign because the banner wasn't "legal"; committee approved both a new, basic sign as well as a sign that sticks out over the street; in the meantime, there was a city sponsored store-front grant program; wendy applied for 50% to cover the cost; waiting to hear back by end of December. Estimated cost is ~\$4-5k.
  - b. Use/Lease of store front:
    - i. Still considering options to rent out our space for additional income; not sure how to build out further use. Watching Tom's progress with rental of Hillside
    - ii. An Arts Committee meeting is happening this month; hope to identify the next art gallery series.
    - iii. Confirm lease term expiration; are we month-to-month?
    - iv. Could we explore the idea of a Sanctuary "non-profit"? Continue the use of the store-front for "non-profit" activities?
  - c. Future/Sustainability/Merger Conversation
    - i. Challenges facing us: possible recession, decline in engagement with non-profits (Boston Globe Article), loss of habit of coming to church (Christian Century Article)
    - ii. Were we to move into Hillside - what does the loss of storefront mean to our brand/identity in the community
    - iii. Were we to merge - what are the implications for unique sanctuary ministry; staff; stakeholders
    - iv. A need for deliberate, organized dialog with Hillside about merger. Aim to start process and conversation in January.
    - v. From Christy: First ask questions, put some dollar figures together (pros/cons), timelines, time bracket the decision making to support the organization, poll/question stakeholders; offer to develop structure/lead a process; Terri will support to reflect on the spiritual/church substance

- vi. Christy makes a motion To explore a partnership vs a merger with Hillside and make a decision about the future of Sanctuary; to do so with the goal of a decision by May 2023; Erin seconds; unanimous vote
- vii. To consider:
  - 1. Lease status?
  - 2. What does the membership of Sanctuary really want?
  - 3. Stakeholders may also include non-members
- d. Staff Salary Treatment- update
  - i. Recap of the COL increase implemented 11/01; Staff very grateful for the generous treatment
  - ii. will come back to review the remainder of the benefit package for Wendy (after the holidays)

### 3. Ministry Updates

- a. Owl program half full 5-6th graders. Spread the word to help with interest and registration. Max capacity 16 children.
- b. Soul collage this weekend. Full this time
- c. Next Saturday Dec 10 faith and film, "Jingle Jangle"
- d. Sanctuary, hanging of the greens looks great. Preaching and worship have gone well. Christmas pageant on Dec 18. Sunday Dec 25 no worship service but Sunday Jan 01 Tom is preaching.
- e. Sermon series Gospel of Luke Jan/Feb up to Lent.
- f. Community meals and coffee hours experience is going well and getting people connected. People meeting people :-)
- g. Digital deacon is established for online worshippers support during Sunday service. Wendy is creating a written guide.
- h. 40 volunteers for Thanksgiving food drive. Lots of community connection. Delivered a lot of food to people in need. Miraculous truck driver donation of turkey breast to those in need. Go Rev. Wendy and Charmane!
- i. Bread of life meal needs desserts!. Wendy said bring whatever treats you want to bring. Promotion of the event has begun.

### 4. Elect officers

- a. Discussion: Do our [bylaws](#) say we need officers? Yes. How long can we go without it? Don't know. Should we consider keeping things the same until the end of the fiscal year?
- b. Terri: Feels everyone's voice is heard. Her concern is how does this way of working "look" if Wendy has to hold so many roles? Input/power/decision making should be shared so that no one can say there is an improper holding of singular leadership.
- c. Paul: Hard to find people who can commit and deal with the roles and responsibilities. We have a treasurer and that is essential. Can we revisit this in Jan, 2023. Also, possible partnership with Hillside will impose a different leadership structure and need for officers from a legal perspective. Closure or merger will require "officers" to implement legal documents. Pastor cannot do that.
- d. Wendy will create an officer summary of titles/roles and responsibilities to help the team understand what it takes to hold the one year positions [or 6 months for now to fulfill the remainder of the fiscal year].

**5. Review day/schedule/time going forward for the Comm of the Whole meeting.**

- a. Confirmed next meeting date, Jan 05 (5 - 6:30)