

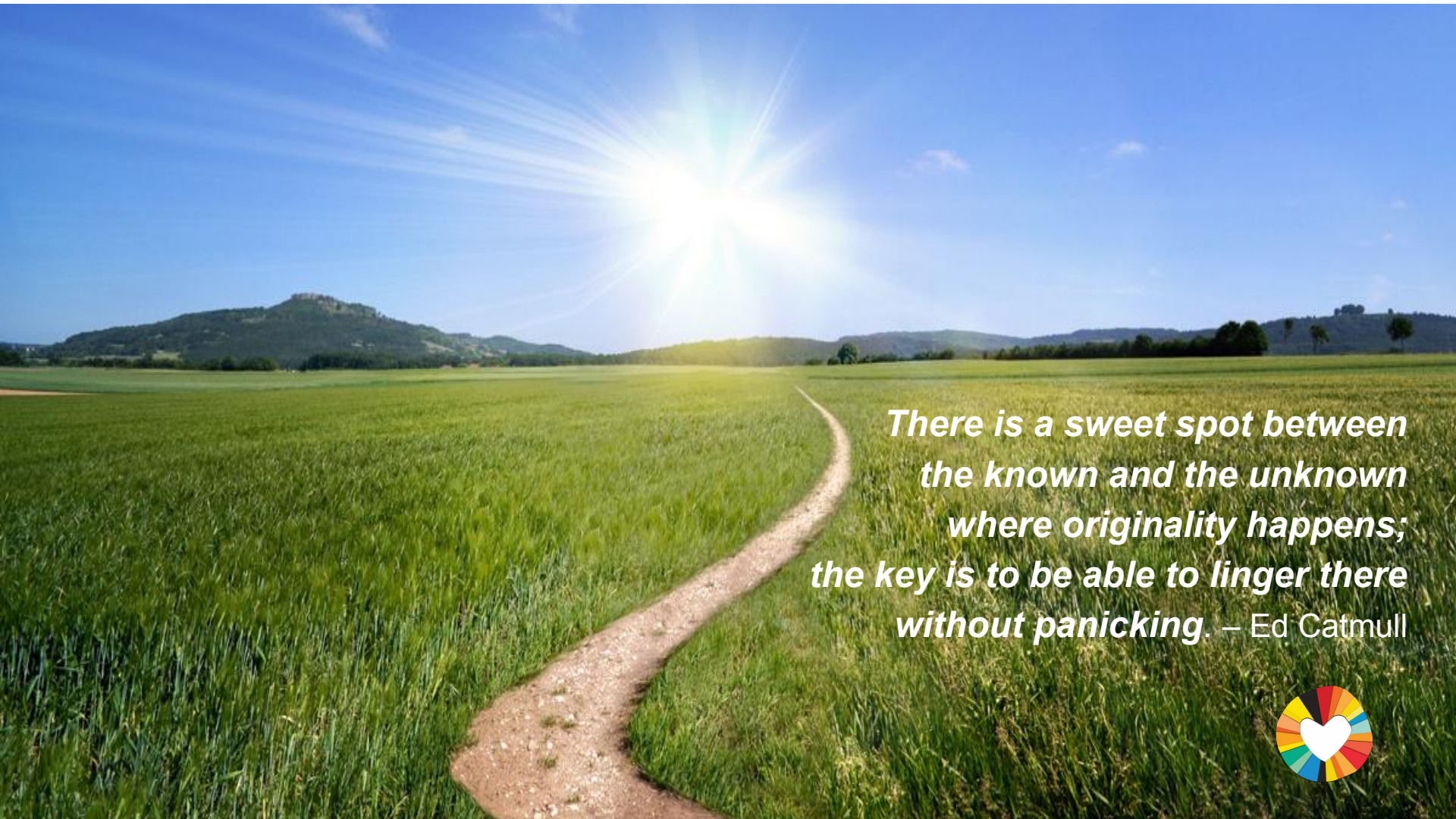


May 17, 2023 - Agenda

1. Review Discernment Process and Options (slide deck)
2. Discern and Vote on a Recommendation for 2023/2024
3. Choose Date for 2023 Congregational Annual Business Meeting

Next Steps:

- Develop Ministry and Mission Plan and Budget for Recommendation to Cong. Annual Business Mtg
- Prepare Annual Reports



***There is a sweet spot between
the known and the unknown
where originality happens;
the key is to be able to linger there
without panicking. – Ed Catmull***





Sanctuary UCC 2023 Discernment Options for Our Future

**Presentation for All-Hands/Leadership Circle
Recommendation to Congregational Annual Meeting
May 17, 2023**



About Our Discernment Process:

1. Sent out stakeholder surveys to members and the community we serve
2. Conducted follow-up interviews with those who wanted to say more
3. Created a survey summary: highlighting ideas that appear often and paint a picture of a possible “future state”.
 - Defined who we are, our values, and who we serve
 - Discovered what we want for the future
 - Explored how we engage now and what we want for the future
 - Listed the pain points we are experiencing currently
4. Translated the entire discernment process into 3 options [directions] for our ministry and mission
5. Through discussion and voting, today we plan to decide on a recommendation for Sanctuary’s Future Path.





About Sanctuary (Our Why):

This is who we serve:

We serve people as individuals

We serve groups of people like youth, those who are vulnerable, hungry, marginalized, and more

We serve our community partners

We serve God by making love and justice real

These are our values and impact:

We are a progressive theology that offers sanctuary to all

We practice our values at the intersection of faith and community

We make love and justice real through action

We inspire faith through love and the arts

This is What We Want for the Future:



To be God's hands and feet

To love our neighbors

To be sustainable

To have a sense of security

To be settled on a path

To be at peace

To feel joyful

To increase our impact

This is How We Engage:



This is how we engage now

Through outreach and a shared mission

Practicing social justice activism

Making community and civic connections

Providing leadership

With faith and spirituality

Leveraging innovation, new solutions

This is what we want to consider in the future

Expanded reach/more partnerships

Outreach for kids and youth

Sources of sustainability

Spiritual support for isolation

Pain Points [PP] of Today's Ministry and Mission:



We have volunteer fatigue

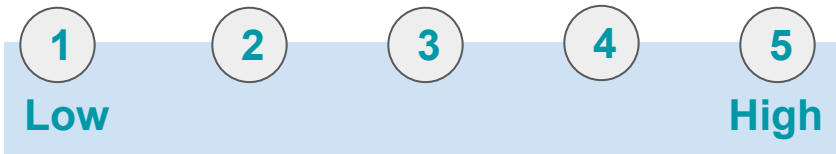
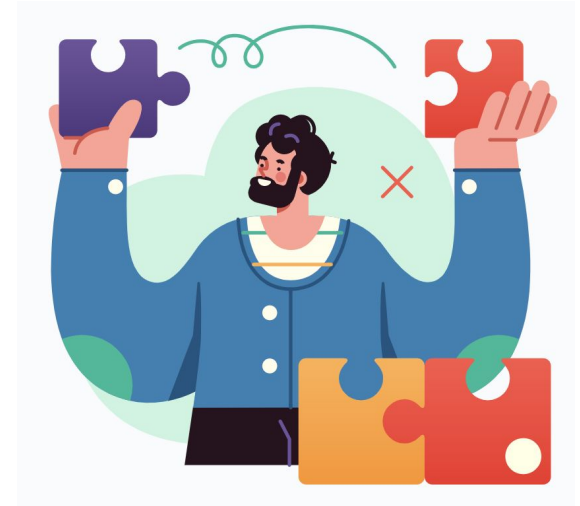
The Sanctuary membership has diminished

Our income does not sustain our mission

Operating costs have increased

Staff capacity is full

Resources “The Lift” (Volunteers, Money, Staff)





Our Current Ministry and Mission:

| A. Pastor in the City | B. Faith & Art | C. City Partnerships | D. Merged Ministry |
|--|--|---|--|
| <ul style="list-style-type: none">• Grant/Fundraising (3)• UCC Leader (2)• Pastoral Care City (2)• Pres. Interfaith (2)• Civic Leadership (2)• Social Justice Lead (2)• Chaplain/Voice of Love & Justice (2) | <ul style="list-style-type: none">• Gallery Installation (5)• Gallery Events (5)• Faith & Film (3)• Faith & Film Family (3)• Hands-On/Make Art (3)• Community Art (4) | <ul style="list-style-type: none">• Interfaith Gatherings (Vigils/Responses, PRIDE/MLK) (2)• Food Mission: Micropantry, BOL Pantry, Thanksgiving Drive) (5)• Adult Formation (Book & Spirituality Groups) (4)• Fiduciary (Safe Medford, MOAddictin.) (3) | <ul style="list-style-type: none">• Worship (5)• Messy Church (4)• Sacred Music (4)• Community Meals/Socials (1)• Pastoral Care Church (2)• am2pm Youth (5)• OWL Youth (1)• Bread of Life Meals (1) |
| Total “Lift” (15) 20% | Total “Lift” (23) 31% | Total “Lift” (14)19% | Total “Lift” (23) 31% |



(3) Options for our Future Mission and Ministry:

| Programs and Pain Points | 1: Sanctuary “As Is” | 2: Outreach & Arts | 3: Dynamic Merger |
|---------------------------------|-----------------------------------|--------------------------|--------------------------|
| A. Programs: Pastor in the City | Yes | Yes | Yes - future state (ROI) |
| B. Programs: Faith and Art | Yes | Yes | Yes - future state (ROI) |
| C. Programs: Partnerships/City | Yes | Yes | Yes - future state (ROI) |
| D. Programs: Partnership/HCC | Yes | No | Yes - future state (ROI) |
| PP1: Sustainable Finances | No - unless address pain points | Yes- w. addtl. income | Yes - future state |
| PP2: Sustainable Volunteer | No - unless address pain points | Yes | Yes |
| PP3: Sustainable Staff | No - unless address pain points | Yes | Yes - future state |
| PP4: Increased Membership | No - unless address pain points | Yes - with non-religious | Yes |
| PP5: Increased Impact | No - unless address pain points | Yes - for groups served | Yes |
| PP6: Settled, at Peace | No - until we address pain points | Yes - for groups served | Yes |



Discernment is.. seeing
the work of God
in the human effort...
an attentiveness
to God's heart and
God's purpose.
...we move
beyond the
personal
to see
what God
is up to
within the
collective.

Discussion, Discernment & Choice