

2024.03.06 (March) Committee of the Whole (LC) All Hands Meeting Agenda/Minutes

Minutes from previous meetings. [Ministry Meeting Minutes Archive](#)

[Join Zoom Meeting](#); Meeting ID: 825 8167 0394; Passcode: 487224; By phone: 309.205.3325

In attendance: Aaron Olapade, Wendy Miller Olapade, Ben Jacques, Erin Sennott, Paul Sennott, Terri Bracy, Branwen Cook, Paul Roberts, Julie Roberts, Christy Miller, Fralean Curtis, Ginny

1. **Recruit Meeting Clerk** - Aaron Olapade
2. **Opening Circle and [Lenten Prayer](#)** - Rev. Wendy; *listen for something that gives you “a fresh new taste of God” and be ready to share a word or phrase with the circle.*
3. **Review Agenda** - ask for addition or any change to priorities (order of agenda)
4. **From Joint Leaders’ Session 1 with Don Remick re the Hillside Partnership (2/25/2024)**
 - a. Current Team: Andrew Hill, Branwen Cook, Sue D’Arcy, Paul Roberts, Terri Bracy, Liz Douglass, Erin Sennott)
 - b. **Feedback from Participants**
 - Liz: Believed the process was valuable, experienced benefit & insight through the conversation. Thinks Dom Remick is an asset and should be included again. We have harder conversations coming down the pipeline, but this meeting was a good foundational start.
 - Sue Darcy (By email): Thought it was really great. Don did it excellent job and I felt that it was a good start to have the sanctuary and Hillside teams get to know each other and trust one another, I was very heartened by the conversation and do feel that having Don’s involvement going forward would be helpful
 - Branwen: Ditto Liz’s remarks. Really surprised that the meeting made her feel warm and fuzzy to the Hillside transition team. Had a moment after the meeting where there was interpersonal mingling. Dom Remick is productive, professional, and offers a good buffer for a difficult conversation. I Look forward to the next meeting.
 - Terri: Also likes Dom, having an unbiased, objective person looking in allows a more seamless transition in this case. Has the experience and aptitude for this type of work. The first meeting impression was a bit terse only due to the party lines that were drawn due to the space that the two church teams were taking up on the two sides of the room. As the conversation continued, that discomfort began to release and we continued moving along. We as Sanctuary have been discussing this for a longer period of time; so we are further along in our ‘wonder’ about a merger. This will take longer than I would probably like, but it seems like the Hillside team is still very much open to this idea.
 - Paul: I think that the meeting went very well. I thought Don did well as a facilitator without forcing anything. I knew most everyone on their committee.

- I thought it was very important for us to learn that most of the people in the room were relatively recent members (a decade or less) of their respective congregations. No one was a 2nd or 3rd generation member with a sense of ownership. Both are more elastic than we realize
- Second, they outlined the dynamic nature of their congregation, making a number of changes over the past decade and especially the past five years. The two congregations have more in common than I think anyone was aware.
- Good will gets you only so far. Non-negotiables can be back-breakers. We did not identify any non-negotiables, since the premise currently is that both ministers will be retained indefinitely, and we did not discuss any succession issues thereafter.
- I think it was a very successful meeting, enabling committee members to become more familiar with each other individually and with the congregations. We did not discuss specific issues that required group decisions before proceeding further. Perhaps next meeting.
- I would be willing to continue on the committee. First Mondays and all Thursday evenings are difficult-to-impossible for me, and daytime meetings on weekends are problematic in April.
- Erin: Really liked Don, I want him to repeat his involvement. Didn't appreciate the speed in which Hillside is experiencing this idea of merger. They seem somewhat apprehensive; though that may be due to the time in which they've had to digest this idea. We as Sanctuary are very much ready for this next step; I tend to be a more forward looking person and this process might be more of a step-by-step process. Chatted with the team after the meeting; walked away hopeful for another meeting and ways we can become more familiar with one another.

c. Questions from Others

- Christy: As participants, did you feel a sense of "I want to be a tribe, or a feeling of pulling in to be a general group/body that have a common goal?" I Haven't heard just yet a instance of "We want you"
 - Branwen noted easy gogon conversation after the meeting and invitations to do meals together to improve the getting to know each other
 - Terri and Erin noted the early energy of Hillside folk as being anxious and uncertain, and their observation that they did not know what to expect but that they relaxed as the session proceeded. So many folk did not even know each other's names.
- Fraelean: Has Hillside alluded to negative presumptions about Sanctuary culture that they have heard which may be a piece of why they are apprehensive? Not specifically, but we did not through the process thre would be an unearthing of skeletons.
- Ben - excitement, new adventure for us

- Aaron: Is there a new timeline on the merger process? Are we gonna have to reassess; yes we will need to ask the facilitator to help give us a structure and goals and allow for adjustments along the way.
- Paul: What were the four non-negotiables that Tom initially identified, that we have stipulated to?
 - Use of \$ and guard rails on the spending of endowment/Self sustaining budgeting (which means cutting Sanctuary staffing and youth programs must be self sustaining)
 - Clearing the Sanctuary Membership roles of members who are inactive and/or do not support the vision of the church
 - The Hillside Brand / identity of the new institution (this has become in the language of the Better Together Merger book - "Hillside adopts Sanctuary" or "All merged into Hillside institutional culture and structure"
 - Pay equity for Co-pastors

d. What Do We Want (Next)?

- i. (Don) Facilitator creates goals and structure for stages in this process that keeps us from navel gazing and getting stuck or delayed by so much relationship stuff that we can't proceed. Need a guide who manage the project (and not be motivated by the money they will make), will go the distance, break the process into manageable parts. We all have volunteer fatigue. Tough to sustain a time intensive, too long process. Ask him to map out a journey - with stages/steps that can be shorten/lengthen based on the capacity of the team and results of the experience.
- ii. Optimal pace to allow for both relationship and making it happen to move to amplification of our two ministries and get to susinabiity as soon as we can.
- iii. A process that will making space for God as the Director while managing our capacity and sustainability.
- iv. Create opportunities to experience each other's ministry and have the teams commit to participate in them.
- v. From Hillside - next step more sharing but also getting to expressings joys about each church's ministry and concerns about the merger.

5. From the Moderator - Christy Miller; Hillside gang preferred that the participants need to be in the room and the Moderator needs to be a part of the merger negotiations team, thus Christy will step down and ask that we seek a new Moderator! Will stick around until we craft a new moderator; I will still partcipate in all hands and be part. We need lead in our team.

- a. What about a vice moderator for the chair

6. Confirm All Hands Schedule (1st Wed, 7 - 8:00pm)

- a. April 3, 7 pm
- b. May 1, 7 pm

7. Business Reports (New in Blue)

- a. LC/COM Meeting Minutes:

- i. [2023.02.07 Meeting Minutes](#)
 - ii. Call for Motion (___) & Second (___) to approve the February 07, 2024, Committee of the Whole meeting minutes. Vote:
- b. Treasurer's Report
 - i. [2024.03.06 Budget Versus Actuals](#)
 - ii. Final FY 2023 Reconciliation
 - [Recommendation for help \(via David CB by way of Tom Gerstenlauer\): Allison Hughan](#) (Dir. Bus & Finance at UCC Norwell, is expecting our call); allisonbottomley@yahoo.com; 508.560.0674
 - iii. Transition to online giving via Breeze is finalized and functioning.
- c. Trustees - [UCF Status 1.23.2024](#) (\$2.6M) 01/23/24 Does not include value of parsonage or savings acct. [Meeting this week for further prep for merger conversations.](#)
- d. Church Insurance Renewal (pending)
 - i. Assess amount of coverage for current conditions and value of property
 - ii. *Aaron Olapade will take this job on* and confer with Paul Roberts for advise
- e. Parsonage Energy (pending)
 - i. *Aaron Olapade will take this job on* a confer with Paul Roberts for advise.
 - ii. Reached out to [Mass Interfaith Power & Light](#) about and energy audit for parsonage, and we have gotten some initial input; including a to-do list of steps to take and info to gather for them to help us. Needs much more consideration including:
 - ReRoof if considering solar (20 year on solar panel) - Considerations: How old is the roof? Should we get an assessment now? Time it before merge?
 - Rebates and options for Moving from oil to electric for heat and AC (Heat pump/Splits) Considerations: Carbon Footprint, age of furnace, longevity of heating and cooling systems, eligibility of rebates?
 - iii. [Electrify Medford - invitation to use parsonage as a site.](#)

8. Old Business / Action Items (previously tabled)

- a. Stewardship Campaign(s) - current giving is lower than previous years

9. New Business

10. Ministry Updates / Reports (new items in Blue)

- a. New Members Program - Build Your Own Beliefs; (4) Sundays (2/25 - 4/; 11:45 - 1:00 pm); May receive new members on or about Easter Sunday (TBD)
- b. Worship Plans
 - i. [2/24 - Walk Through Holy Week - experiential](#)
 - ii. [2/28 - Maundy Thursday Ecumenical @ Grace](#)
 - iii. [TBD - 2/29 - Good Friday - Roots of Peace \(video and conversation with other churches\) Two Truths in One Heart, Two Peoples in One Land](#)
 - iv. [3/31 - Easter Sunrise - Ecumenical @ Mystic](#)
 - v. [3/31 - Easter Service - 10:30 am - New Members Join](#)
 - vi. [4/7 - Laity Sunday](#)

- vii. 4/14 - Holy Hilarity Sunday - Terri!
 - viii. Connect: From Me to We (4 weeks; 4/21 - 5/12 Mother's Day)
 - ix. [5/12 - Wendy Away](#)
 - x. Jeremiah: They will be My People (12 weeks; 5/19 - 6/9 and 6/23 - 7/28)
 - xi. 6/19 - Youth Sunday
- c. Arts and Inspiration/Circles - pending programming - February 15 Arts Meeting Limited participation - Wendy will proceed with planning and partnerships:
- i. [Faith and Film: 2-3 before summer](#)
 - Intergenerational - Soul;
 - American Fiction
 - Maestro
 - ii. [Music - initial conversation w/Down by the Riverside about possible partnerships](#)
 - iii. [Art Circles - Medford Arts Center and Library \(tbd\)](#)
- d. Socials and Fun - Community Meals Scheduled:
- i. 3/24 - Palm Sunday - Foods of the Middle East at Hillside
 - ii. [April - Open Mike Event](#)
 - iii. 5/5 - Cinco de Mayo Fiesta
 - iv. 6/16 - Youth Sunday/Father's Day - Dad's Favorite Dish
- e. Food/Micropantry Mission
- i. [Successful celebration of Julie Roberts and Charlene Carle and the decades long ministry of CCWM/Sanctuary/Hillside with BOL](#)
 - ii. Remaining funds from ARPA grant - approx 7K, use tbd
 - iii. Micropantry Mission needs some maintenance, leadership, energy, and food)
 - iv. Monthly Meal Making / Deliver to Friday Cafe; Second Thursday/Friday morning
- f. Youth Mission
- i. OWL - will reassess in 2024/25
 - ii. [am2pm summer 2023.2024](#) - **We need participants and volunteers! Share this link for more info: <https://sanctuaryucc.org/am2pmsummer/>**
 - Grants/Fundraising updates
 - a. Cummings Grant application submitted 12/23 (notice May 2024); 3 year grant of 33K
 - b. Teen Mental Health/OWL Grant possibilities
 - i. Tufts Community Grant 2024 (3K) submitted
 - ii. Eastern Bank - (10K) pending