

10-24-10 Leadership Gathering Recap

In attendance:

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| Vicki Williams (DCE) | Barbara Harris (CVM) |
| Glenn Wolfgang (call committee) | Erika Demme (former DCE) |
| Debbie Bang (former sponsor) | Carol Blatt (former sponsor) |
| Kathy Dangin (sponsor/call committee) | Edith Crane (council) |
| Lauren Wawroski (youth) | Anna Kitzmiller (staff) |
| Paul Butz (council) | Pastor Ray |
| Colleen Hyland (council/NW task force) | Tom Blatt (former sponsor) |
| Donna Neri (former sponsor) | Ann Wolfgang (council) |

Discussion generally focused on role of "sponsors", how the concept has evolved since first implemented circa 2002, and how the concept is to move forward.

Basic concensus expressed that the current sponsor positions are too much for one person. The term "sponsor" needs to be retired. Leadership is more than just one person. A ministry team for each ministry area may more easily encourage the delegation of responsibilities. The ministry team would form a core group which would then expand with additional congregational member participation in specific ministry area activities. Tasks within the core group, such as facilitator, recorder, liason to council, communicator to congregation (all three services), could rotate within the core group.

Program ministry areas are Love God (worship), Love Others (fellowship), Teach and Learn (education/study), Serve the World (service). Administration, also a ministry area, is the function of the church council, whose focus is policy, facilities, finances, and personnel; council is defined by the church's constitution, by-laws, and continuing resolutions.

The concept of "Asset Ministry" was initiated by Debbie Bang. In very broad terms, this concept implies that a need is identified, assets to meet the need are named, people express interest specific to the need and meeting the need. Empowering individuals who have ideas and who may express interests in a specific activity is a hoped for outcome.

Rather than expecting an open-ended, "forever" commitment, a time frame for an activity is strongly recommended with no anticipation that a successful activity will become an annual event lead by the same people.

Communication to the congregation is an area that needs constant attention. Leadership must strive to be consistent, start to finish, expressing information "seven times in seven ways".

Next Steps:

Program Development -- establish a program planning core group to define functions of individual ministry area teams. This core group will be formed over the next couple of months from the participants of this discussion and meet in January.

Develop a grid of participation opportunities for the ministry areas -- task down, activity across. This task initially belongs to the program planning core group.

Ministry Fair -- immediate first step toward communicating current programs of the church. Kickoff will be November 21st in the NW Great Hall.

Temple Talks -- moving the congregation toward Commitment Sunday, January 9th. Given by members of this group and other congregational members.

Respectfully,
Ann Wolfgang, recorder