2019 Council Retreat

Saturday, January 12, 2019

Don Benson’s Home

Attending: Don Benson, Matt Norvell, Dale Fixsen, Sandy Gillen, Marty Downie, Ken Katzen, Anne Yenchko and Enabling Minister Claire Matheny. (Al Sadilek was unable to attend).

The following were goals for the 2019 Council Retreat:

1. Establishing goals/priorities for 2019.
2. Setting a visioning process in place.
3. Building new leadership discussion.
4. Discussing Community Life Leadership Team (Structure and Goals).
5. Finding the right place for “Membership” to reside.
6. Dealing with changes in the Rental Team.
7. Receiving an update from the Jubilee Team.
8. Establishing future meeting dates.

A lengthy discussion began the retreat as we were seeking to define and determine the Council’s upcoming tasks in this 50th year, marked by our Jubilee preparation, intentionality and outcomes (visioning). Pastor Claire described the orientation to Jubilee, which will include the inner journey (Radical Forgiveness, Radical Equality, Radical Hospitality) and the outward journey (Radical Hope and Radical Love) stretching from Lent to Pentecost. The Council acting as a prophetic body at times was briefly discussed, as we looked at maintaining our intentionality in our gatherings and best practices in our work. The importance of having a plan in place for on-going visioning following the Jubilee celebration was stressed. Council was unanimous in our declaration of challenging ourselves as we dream our future to hold ourselves accountable.

Based on this discussion the following goals for 2019 were:

1. Support, encourage and implement the visioning that comes out of our Jubilee time.
2. Commit to facilitating a discussion about KC’s ongoing relationship with the LGBTQIA+ (lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual, plus) community.
3. Encourage the missional life of the church by helping to enable those who are called to serve marginalized people.
4. Commit to transparency and providing access to information about KC as we become more of a visible and viable witness in the greater community, as well as building our own community vitality.
5. Attend to the spiritual underpinnings of our worshippers and Members through appropriate oversight of CARE groups and assisting those in the membership discernment process, providing guides for ongoing “spiritual formation.”
6. Support any new calls that come from our Jubilee celebration.
7. Build a deeper understanding of our community as it currently exists, while investigating the need for additional supports that encompass a 21st century approach to our structure.

As part of #7, the Council began identifying the many initiatives and components of the six Leadership Teams. As the discussion proceeded, Council discerned that another Leadership function may be needed: Information Management. The following charts provide the unfolding and outcome of the process. Those points highlighted in red on the revised chart are needing special attention.

INITIAL CHART

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Worship LT | BGLT | SELT | HRLT | Finance LT | Community Life LT |
| Greeters | Sacred Garden | Retreats: Fall/Winter | Employment | Budget | CARE Groups |
| WTG | Facilities | Youth and children ministry | EM support & Accountability | Payroll | Visitors/Welcoming |
| Music Organization | Elevator Upkeep | Sunday School | Abuse Prevention Oversight & Training | Pledges | Website |
| Worship setup and cleanup | Rentals | YES | Volunteer oversight | EM’s contract,  Retirement Acct., Salary | Community Dinners: Easter Breakfast  Seder  Christmas Party |
| Oversight of special services | IT | Adult Education | Background Checks | Bill Payment | Hospitality – Sunday and Memorials |
|  | Kitchen Maintenance |  | Contractor oversight | Pledge - tax information | Kitchen Maintenance |
|  | Safe Church |  | Office Administrator Oversight |  | FOCUS Groups |
|  |  |  |  |  | Membership |
|  |  |  |  |  | Parties As needed |
|  |  |  |  |  | Cold Weather Shelter |
|  |  |  |  |  | Lay Care of KC folks |

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| --- | --- | --- | --- | --- | --- | --- |
| **REVISED CHART** | | | | | | |
| **Information Management LT Records/Retention** | **Worship LT** | **BGLT** | **SELT** | **HR** | **Finance LT** | **Com. Life LT** |
| Membership | Greeters | Maintenance of building | Retreats: Fall/Winter | Employment Oversight | Budget | CARE Groups |
| IT | WTG’s | Sacred Garden/ legacy trees | Youth ministry | EM support & Accountability | Payroll | Visitors/Welcoming |
| Email Lists | Music Organization | Elevator Upkeep & Compliance | Child ministry | Abuse Prevention Oversight & Training | Pledges | Website |
| Website and Social Media | Worship setup and cleanup | Custodial Services | Sunday School | Background Checks | Administration: EM’s contract  Retirement Acct./Salary | Community Dinners: Easter Breakfast  Seder  Christmas Party |
| Data Tracking | Oversight of special services | Rentals | YES | Volunteer oversight | Bill Payment | Hospitality |
| New Person Onboarding |  | SAFE Church | Adult Education | Contractor oversight | Pledge-tax information | Kitchen Maintenance |
| Visitors and Welcoming |  |  |  | Office Administrator Oversight | Insurance | FOCUS Groups |
|  |  |  |  |  | Investment | Cold Weather Shelter |
|  |  |  |  |  | Outreach | Parties As needed |
|  |  |  |  |  |  | Lay Care of KC folks |
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A separate Council category had 1) leadership development and 2) revision of P&P manual.