

## Shared Ministry Committee – August 2016

Members Present: Betsy Biesenbach, Melanie Ham, Jeanne Larsen, Joan Petrus, Alex Richardson, Lynn Yates

Members Absent: None

1. Check in and chalice lighting. Meeting dates during the holidays discussed. December meeting cancelled. November meeting will be on the 15<sup>th</sup>.
2. Conversation with Rev. Alex. As part of our meeting we will dedicate time at each monthly meeting to discuss a topic with the minister for assessment.

Rev. Alex suggested three functions of minister: priestly, prophetic, and pastoral roles. How does the kerfluffel feel? People are talking. Some like the job Rev. Alex is doing in the services. Some want to trust the board to do its work. Some people have lost sight of why they come to church. There has been some negative reactions to Jeannie Burger's letter, but others are glad everything is out in the open. Charges against Rev. Alex and Gary Crawford were declared unfounded. We are small enough to be exempt from many labor laws. We were not required to have the investigation, but did it anyway. We seem to be intent on employing better practices, but we're human. **We need to make sure staff is up to speed on what is expected.** Healthy congregations need to play and to be frank with each other and the minister. SMC's role is to be neutral. Use the path of five. Tell them Alex is interested in them and will give them feedback. We should pass on input to leadership. We need to draw lines with people if they appear to just want to talk rather than reach a resolution. If they need pastoral counseling, refer to Rev. Alex.

**Covenant of Community is important to us. We need to be compassionate in pointing out when people are not keeping the covenant. New members need to commit to the covenant of the community with all of the rights and responsibilities of membership. Listening circles about our rules and boundaries would be helpful.** We need to discuss a safety plan for dealing with potential violence.

3. Covenant Corner – monthly discussion of how to live our covenant. Betsy to get with Admin about schedule.
4. Ministry assessment – board and Rev Alex came up with hybrid of what was approved in 2015 and incorporating Alex's ideas. Formal assessment will begin in the spring. The questions are to be consistent each year so they can be tracked. There are good pre-existing forms. Google "congregational assessment tool." The same form will be used for all the ministries. The Minister will not collaborate on that. It will be something to serve us long-haul. The entire staff will participate. Forms will be on-line and on paper. Rev. Alex suggests the individual forms should not be available to the minister. Should individual comments be published? Evaluation to include listening circles and other sources. We will also include hard data in the report – attendance, collection totals. Report is given to board and minister before the congregation. It will be delivered to the congregation perhaps by way of a presentation. These assessments will be annual. We need to establish a timeline for doing each ministry one at a time. We will gather info during the year, but give one presentation. Each committee should do their own assessment. A generic tool will point out what needs to be addressed quickly. We will give voice to uncomfortable issues and bring them to the board. The board will assess us. We need to include the children in any surveys. We will talk to administrator and IT task force about collating results. We have \$300 to spend on this. Some discussion about sampling 1/3 versus everyone. We have a while to think about that. Assessment totally focused on the minister does not work – minister should not be assessed for three years.
5. Other plans – periodic town hall forums? SMC to be moderators. Do it once a quarter.
6. Adding member. Lynn asked first person on the list. Said no. Lynn will ask the next one.

Submitted by Betsy Biesenbach