

Concerns / Wondernments

- Could change format of ~~annual meeting~~ -
retreat - more time on nuts
& bolts.
- how to best orient new members
- logistics / getting concrete about
Planning
- getting comfortable w/ i deenf work
taking place outside voting meetings
- leadership retreat vs voting retreat,
multiple retreats
- Wonder about size of vestry

Concerns/worries

Difficulties w/ keeping
multiple groups focused

Further de-centralization makes
it more difficult to be responsible

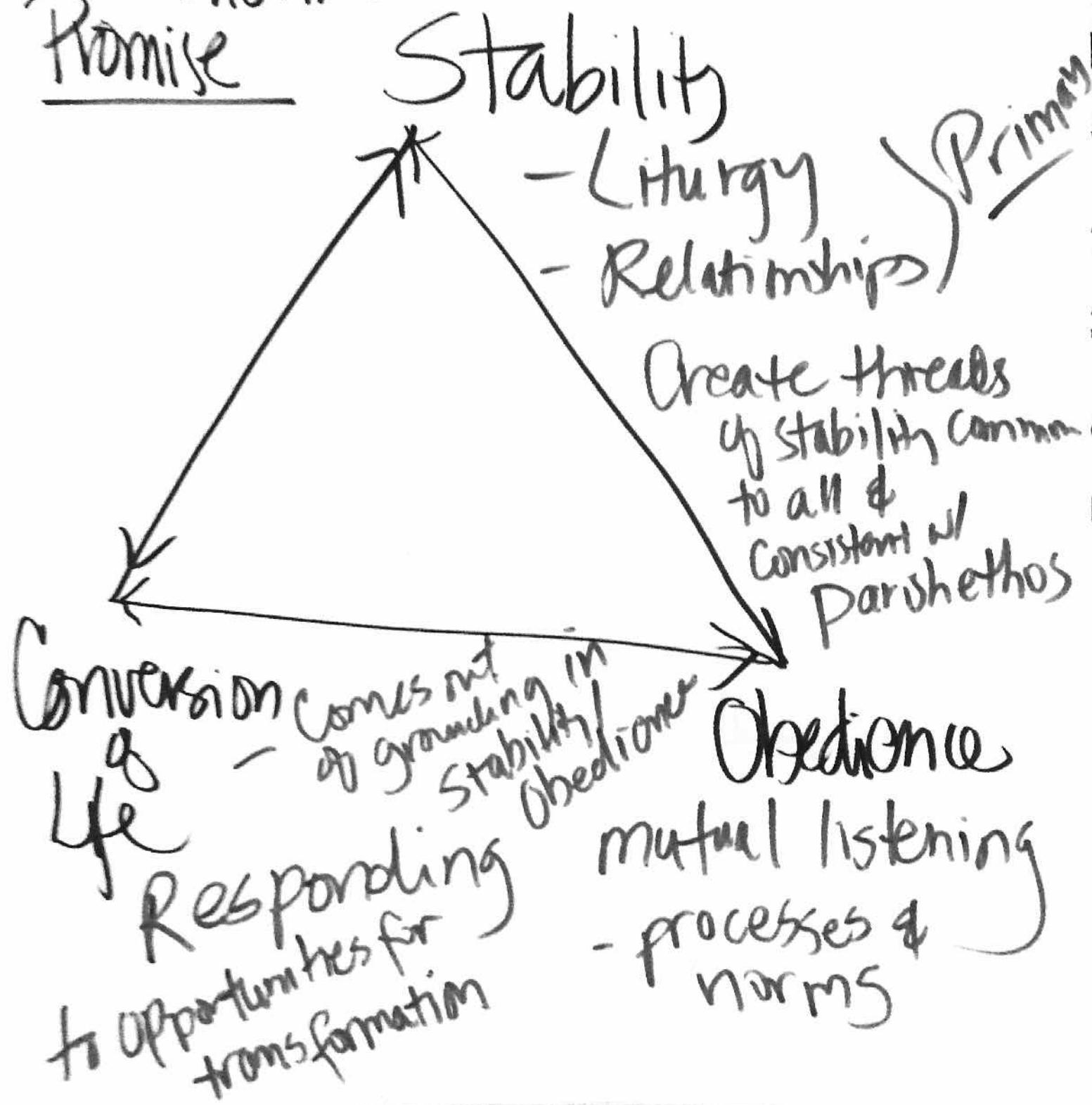
How does it all get tied together?

Likes

Sept meeting
gets things going quicker
teambuilding / bond as group
using talents & experience
of the congregation

More opportunities to be involved
more opportunities for smaller pockets
of involvement - time & interest

Benedictine Promise



Stability

- Revisit vision statement & include in meetings - decision aligned w/ vision?
- Collect used in meetings that focuses on work in light of vision
- Short form of structured ✓✓✓ prayer
- pause to catch person up if late
- leadership / skill training, meeting customaries ✓✓✓✓

Obedience / Mutual Listening

- Establishing norms/expectations
① beginning & get buy-in ✓✓
- Call attention to deviation



- Time commitments ^{✓✓} separate ✓✓ from financial commitments
- Parish-wide listening sessions ✓✓ 23x/year. Assessment + related action
- Make sure we don't mask an existing group & make a committee ✓

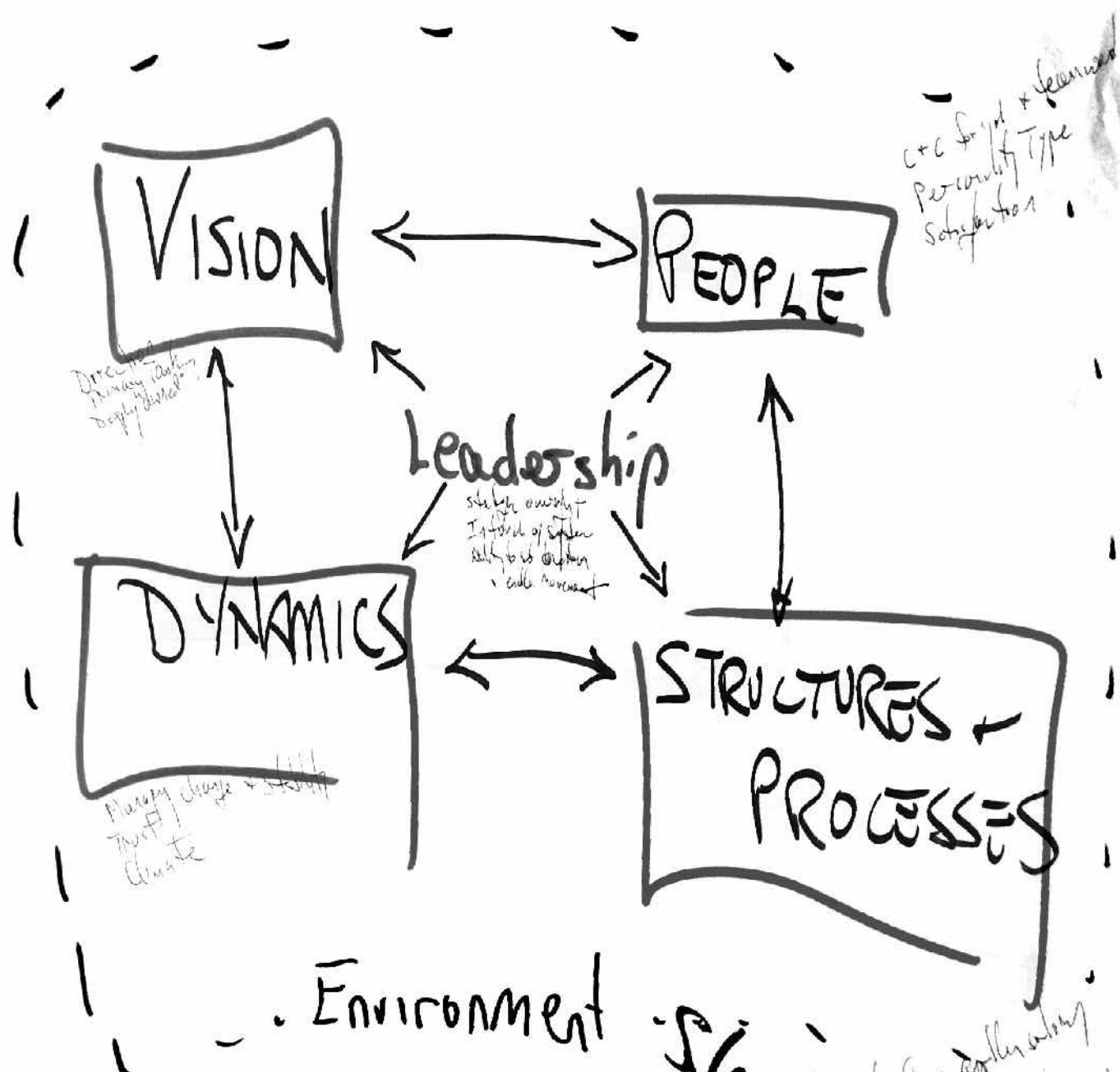
Conversion of life

Clergy empowering others

to run w/ their ideas/ministry
Opportunities, not take it on

- Say "I support you in that" in response to "I think we should do this..."

IX Primary Elements of the System



people

1. How would people become part of Working groups
- ~~involve~~ auto self select
2. Provide clarity re. issue/challenge -
hoped for outcome, duration, authority
3. Working number + scope of W.G's
4. Set up for success
 - Be strategic
 - ask each group to ask themselves
 - who do we need to hear from?
 - who do we need to keep informed
 - = if impacts larger community - Ch/Rector

①

/ Need for strategic
leadership influence process

Role

- Be connected, not necessarily always involved

-
Yr 1 - Kestry is Sr. Initiative
Yr 2 - Community is " "
Mtg

[Warden + Vestry]

R

CMTY

EG
VGA
VGA
VGA
VGA

- Member of vestry or ex LWG —
Intake relates to F + P
- Norm → at Q/H 4 Mtg's
and will serve on W.G's

Dynamics -

- People informed - feeling informed
* adequate to maintain trust & harmony
- at Community Mtg's \Rightarrow
surveymediate cross

③ Image of slow tr.

Survey - feedback method
Community fills out survey

↓
Feedback to community - results

Decision (fishbowl) re. management
now and/or have other sp consider

Go around the circle:

① What would help me
really get on board
with this is...

or if not answering above,

② How I'm feeling about
all this is...

Around Circle

- What WGs (committees) might be
- Sustaining impact on this?
- Fine! hopeful - time for this
- Listening to this kind of process
- On board. Excited - same process
- something different
- like concept - e.g. retreat
- Enlightened - like
- Current successful activities will continue
- Great! exciting - Path & Garry don't
get stuck

- Excited - test it - work gr
see how it runs
- Organizational structure - mgmt
relationship
- On board - excited - hope will
bring new members into active
work
- worry re. letting go of monthly
meeting - clarity re. who's in charge -
who's responsible?
- On board - try it - will there be
people wanting to do this

- will work because - trust, common vision, financially in shape ...
- excited about testing this
 - coffee hour

Four Mfgs / yr. - too few?

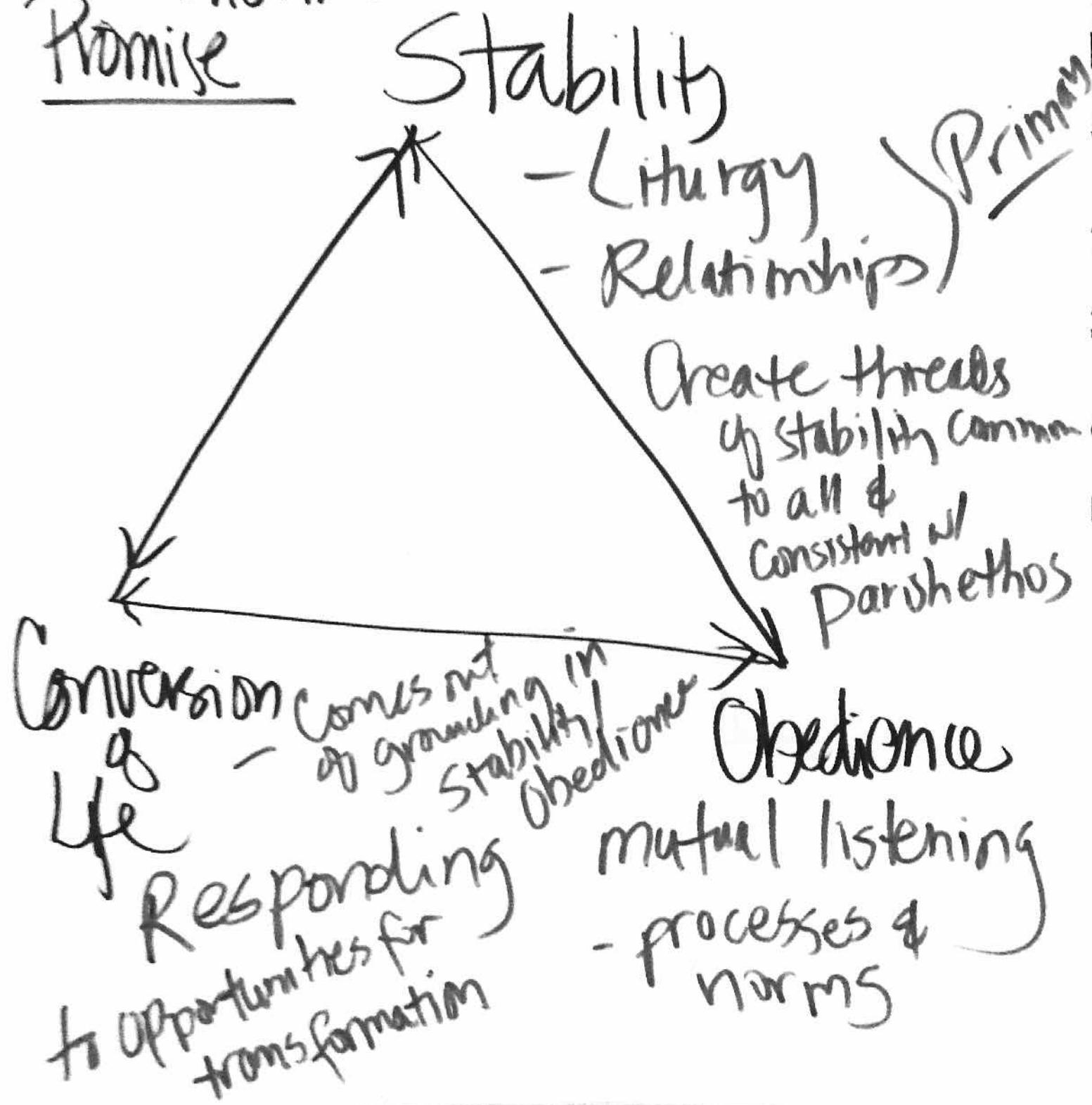
- build leadership
- = next steps
- Power of Rector - esp. future
- Broad awareness of what is going on

NEXT STEPS

As long as we need but ~~but we can't~~ → Kathy, by Nov 2023

1. ~~4-5 page~~ description of new system - detailed document that takes into account work done, methods, processes & structures to make it work.
Kathy, Kathryn
② Feedback assessment
③ Revision
2. Create structured assessment/adjustment process & get on calendar.
Inter connected
Ministries
meetings +
date of annual meeting
Identify
facilitators
assessors
details
3. Revisions of by-laws -
One-time extension of vestry terms
4. Trial work group(s)
- Christian formation - adults & children, broad
5. Figure out how sabbatical affects plan - avoid "black hole" and unrealistic expectations

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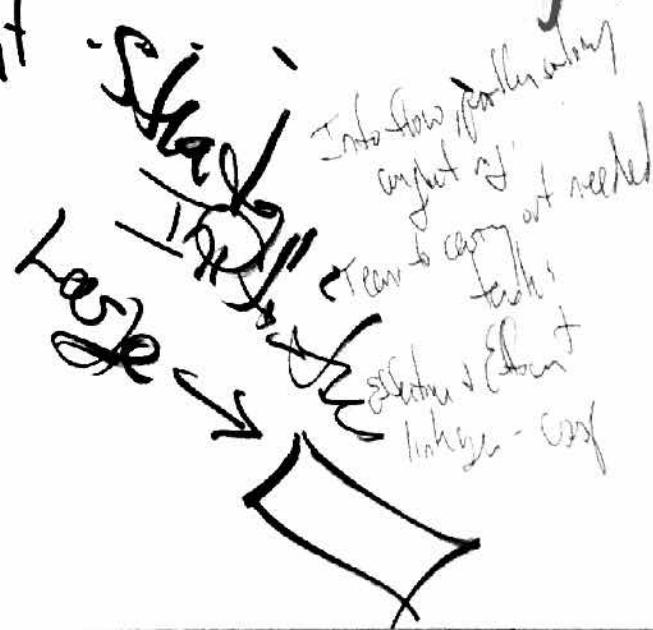
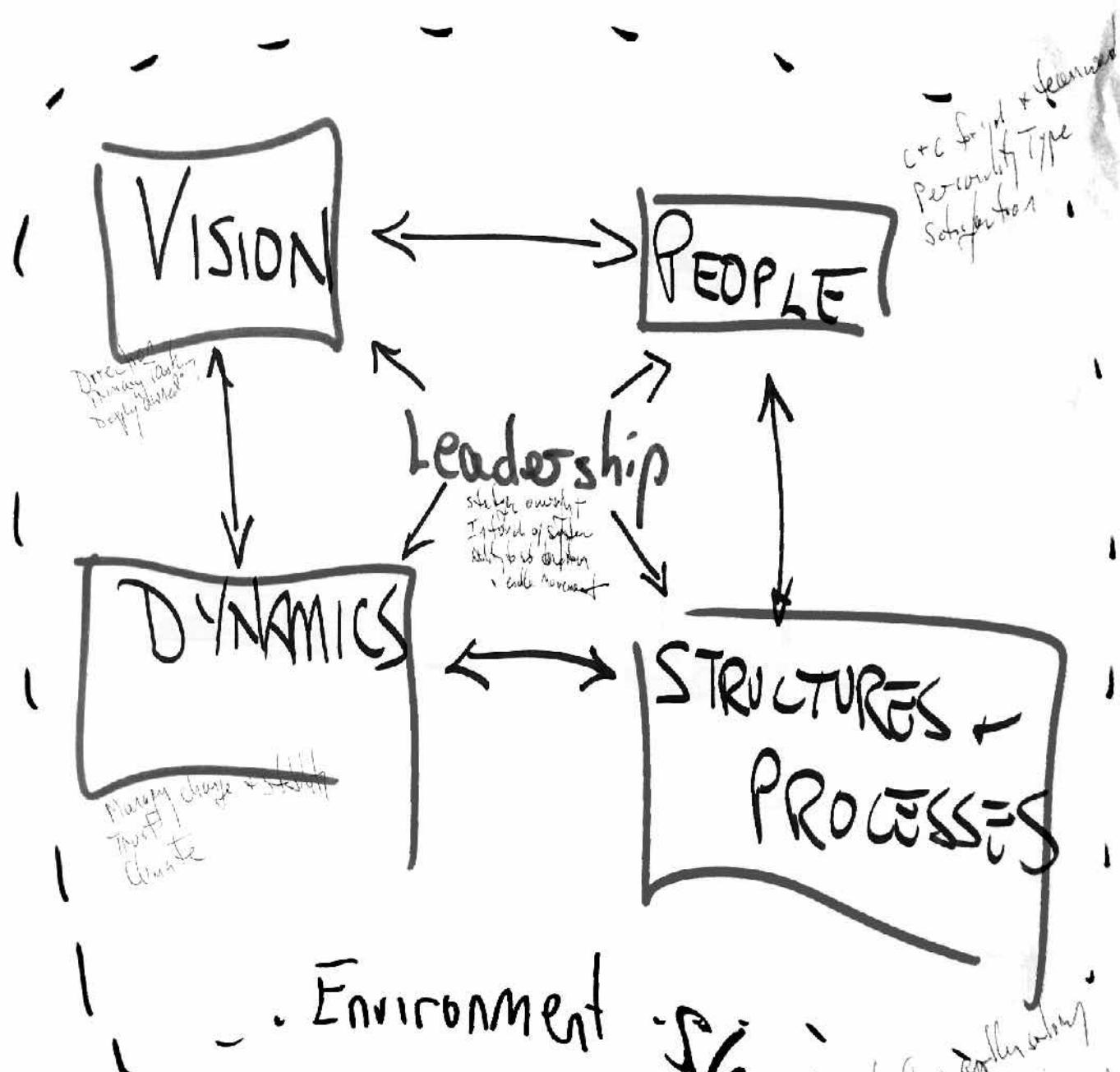
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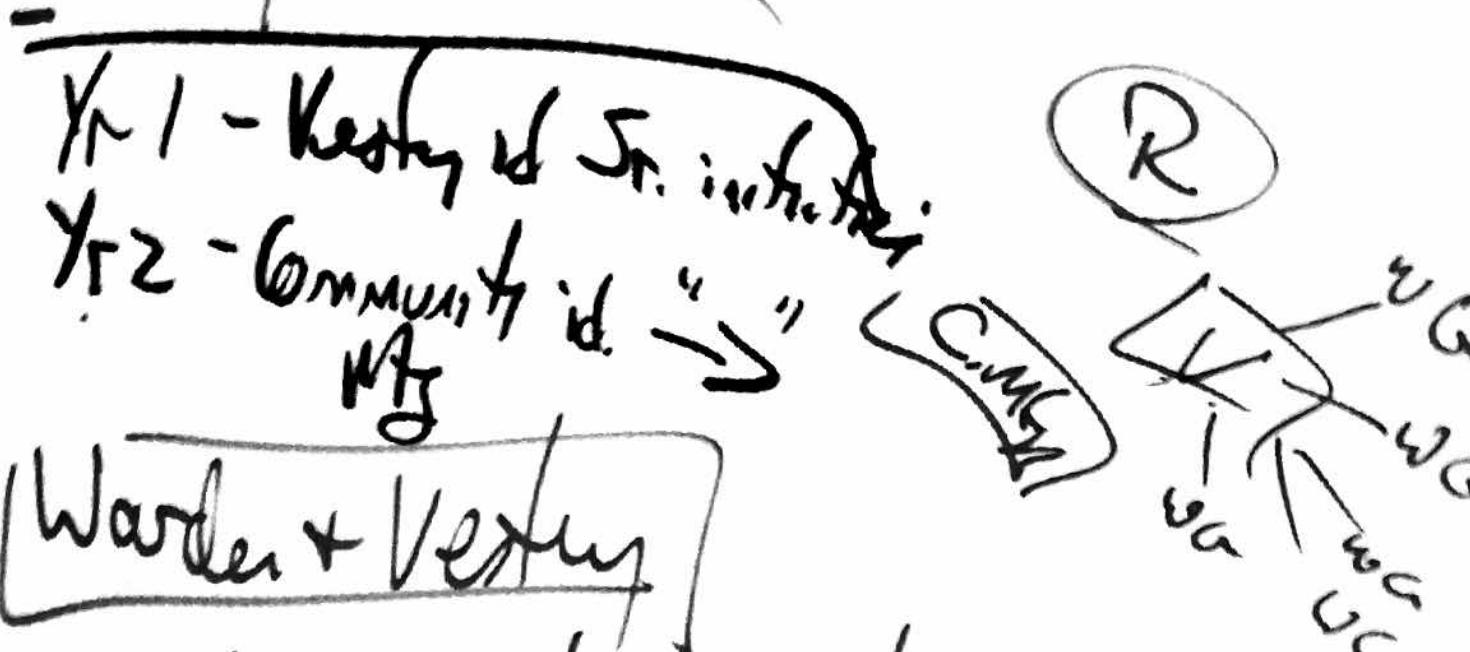
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Formation

Present

- id. your next steps

Response - what kind of response
from Varsity would be helpful?

Need to decide:

-
- ① Move this along in "old Model" - cheap
initiate + recruit
 - ② Move along using processes of participation/consent