

**Leadership Council Meeting**  
**The Community Church of Sebastopol, UCC**

**06.15.2022**

6:30 - 8:05 p.m.

Via **Zoom:** <https://us02web.zoom.us/j/85958533063>

**No in person this month**

The mission of The Community Church of Sebastopol:  
To worship God and share the love of Jesus Christ,  
teaching the message of Jesus to all ages and putting our faith into **ACTION**.

Our goal is to consider and promote increased equity during our work as a  
Council.

**Goals for June Meeting:**

- Discuss full-time associate minister financial feasibility (10 mins)
- Updates from staffing task force (Pat and Rachel) - (10 mins)
- Review our open and affirming covenant and proposed task force (10 mins)
- Understand LC Council members areas of support and accountability (15 mins)
- Cultivating a culture of volunteerism (5 mins)
- Review pledge drive process (10 mins)

**Agenda**

<b>Item</b>	<b>Presenter(s)</b>	<b>Purpose of Agenda Item</b>	<b>Time</b>
Call to Order	Bob	Starting on time - Review Norms and Agreements	6:30
Opening Prayer	Ben	Gathering with purpose	6:30
Agenda Review and Agreements	Bob	Review and agree on agenda topics and timing	6:32
May Minutes	Barbara	Due diligence	6:33
Financial Report	Deidra	Fiduciary	6:34
Check-In & Connect	Bob	Build a stronger sense of connection-	6:40
Full-Time Associate Minister Financial	Ben/Bob	Discuss financial feasibility for associate	6:50

Feasibility		minister <a href="#">Worksheet</a>	
Update from staffing task force	Pat	Brief update (see details below)	6:55
Review open and affirming covenant and proposed task force	Ben	Understand ONA process and covenant Agree to form ONA Task Force	7:00
LC Council Areas of Support and Accountability	Ben	Deepen understanding of LC member roles <a href="#">Vitality Worksheet video</a>	7:10
Pledge Drive Process	Ben/Bobbie	Review and understand pledge drive process <a href="#">Roles &amp; Timeline</a>	7:25
Highlights or Quick Updates	Council and Staff (1-2 minutes each)	Brief announcements about ministry & resource areas	7:35
Thank yous!	All-Bobbie	Express gratitude for members of our community	7:45
Meeting Review and Summary	All	Review process, decisions, and action steps, including communication or announcements (Barbara record in notes) <b>Topics for next month:</b> <ul style="list-style-type: none"> <li>● Articles of Incorporation</li> <li>● Volunteerism</li> </ul>	7:50
Reflections and Appreciations	Bob	Sharing reflections on meeting and agreements	7:55
Closing Prayer	Bobbie	Closing with purpose	8:00
Adjourn	Bob	Ending on time	8:05

### **Purpose of the Council:**

The Leadership Council is elected by the members of the congregation to carry out the governance of the congregation in-between Annual Meetings in service of the congregation's mission: "to worship God and share the love of Jesus

Christ, teaching the message of Jesus to all ages and putting our faith into action.”

***Mission of the Leadership Council:***

- To prayerfully and thoughtfully interpret and enact the Community Church’s mission, vision, and values and to provide leadership and strategic direction.
- To safeguard the church's assets and ensure adequate resources (human, spiritual, financial, and facility).
- To support, direct, and partner with the church staff team.
- To be ambassadors to the community on behalf of the Community Church.

***Leadership Council Norms and Agreements 2022-23***

1. We agree to respect our time together and be productive by
  - a. Starting and ending on time
  - b. Coming prepared and doing work between meetings
  - c. Focusing on the “balcony” view
2. We enjoy the work and enjoy each other
3. We are honest, respectful, speak our truth, and work in the church’s best interest
4. We listen to each other, provide thoughtful responses, avoid digressions, and share the air
5. We focus on problems, ideas, and solutions, not people
6. We stay informed about each other's work and how it connects to our shared mission

***Sebastopol Community Church Community Covenant***

We Strive to:

- Speak face to face: direct communication is best when we have a challenging issue or concern.
- Bring our best and assume others are bringing their best.
- Stay curious about each other and recognize that conversation can be a natural way that humans think.
- Do our best to slow down: to take the time we need to manage ourselves, and to listen.
- Focus on problems, ideas and solutions, not people.
- Recognize conflict can be healthy when there is a respectful exchange of diverse ideas.
- Recognize that mistakes are how we learn.

- Offer and receive grace and forgiveness.

## **Task Force to Assess Multigenerational Staffing Needs**

### **Background:**

At its monthly meeting on May 25, the Leadership Council authorized the formation of a Task Force to assess multigenerational staff needs at the Community Church of Sebastopol.

### **Purpose:**

To engage with a cross-section of the congregation to consider the staffing needs of the church, suggest priorities, and make recommendations to the Council while testing the idea of multigenerational ministry as a core value.

### **How the Task Force will know it's fulfilled its purpose:**

When it has had multiple opportunities to listen to a sampling of people of various ages and life stages in response to questions such as:

- “What do you think ‘church’ will look like in 50 years from now?”
- “What are the top 3 ministries you think are most important to focus on in the next 5 years?”
- “What is your vision of the staffing needs for an Associate Minister whose focus is multigenerational?”

### **Final Steps:**

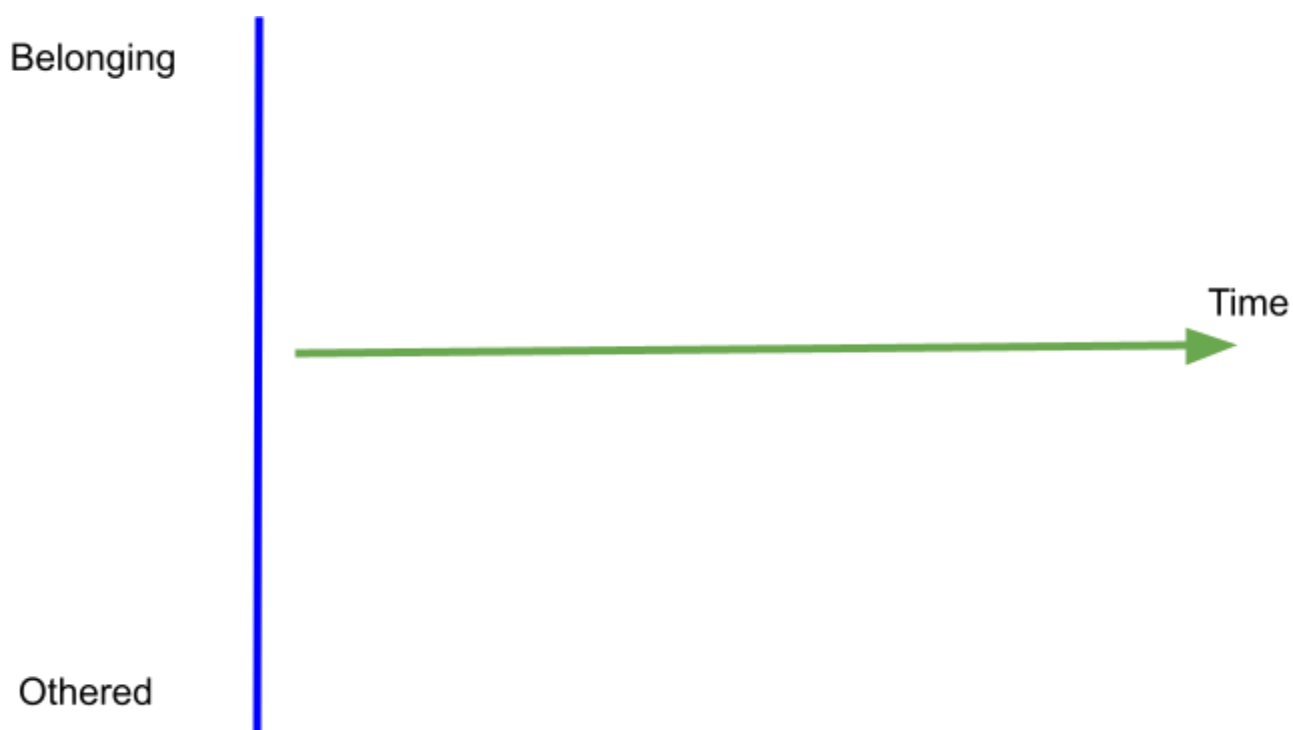
Pat Furber will send a document with the Task Force's findings to the LC by July 6 (two weeks prior to the July LC meeting), and ask Bob Curtis for time on the July agenda to present the findings.

## Connect Activity:

Close your eyes and “take yourself to a place where you felt like you belonged... the people there, and the space made you feel like you could be you,” and where in your body you felt that belonging.

Consider the counterexample of how it might feel to have the opposite of belonging or being “othered.”

## Journey to our meeting or church:



Reflection of the highs and lows drive awareness of the way different moments shape their perceptions of an overall experience, like a church service or meeting. The acknowledgment of these moments provides designers an opportunity to improve inclusion.

A starting point for thinking about the key moments to design to be supportive of belonging in our church community.

[UC Berkeley professor](#) john powell’s definition of belonging: “having a meaningful voice

and the opportunity to participate in the design of social and cultural structures. Belonging means having the right to contribute to and make demands on society and political institutions,”