

## **Leadership Circle**

**March 31<sup>st</sup>, 2018 10:30 am to 12:30 pm**

### **In attendance:**

Marilyn – CYFM, Midweek Moments, etc.

Kimiko – MFF

Jorden – Children and Drum Circle

Carol – SJOT, Board

Stan – Treasurer.

Blair – Minister

Myrna – FNL, Ops, etc

Nikki – Choir, FNL, etc,

Kelly – communications, etc.

Shauna – notes

Len – FNL, band

**Purpose** : gather in the Circle Way to be in community and update one another on the ongoing mission of LVUC

Today's meeting: developing ideas around "metrics" by which we will determine the effectiveness of our programs for the coming year.

### **Discussion – Brainstorming of 'what a good job looks like' .... July 2018 through June 2019**

**Top priorities were identified in each of 5 areas: Community/external connections, Teams, Values-based; Program; Operations**

#### **Community/External connections**

##### **Top priorities**

- Effective way of telling our story that is accessible to ourselves and others.
- Continuing and expanding relationship with outside media: new media and traditional media

##### **Other ideas:**

- Congregation to congregation work ....
- Gifts of music from community and FNL artists

##### **Teams:**

##### **Top priorities:**

- Reconciliation – layered within LVUC and First Nations
- Continued relationships with Guatemala and the whole congregation( 5 year trajectory with a date for return planned)
- Cross-portal involvement of new people to the LVUC community with organized activities outside of the church 4 walls
- Broad engagement – individuals being part of and offering leadership to programs. Actively engaged.
- Creation of a Hospitality Team

##### **Other ideas:**

- Good communication within the congregation – what and why of our activities.

- People knowing what each team is doing
- More new comers on teams and visible enthusiasm of team members

### **Values Based:**

#### **Top priorities:**

- Increased giving – stewardship campaign established and ongoing. “Giving” as a measurement of discipleship
- People are willing to go to vulnerable places, and increased capacity to be with those in that vulnerability.
- Compassion/safe container
- Attitude of abundance
- Visible inclusiveness .... All year long ...
- Children in relationships with Adults that are not family members

#### **Other ideas:**

- Learning how to listen – ongoing recurring workshops
- “We can do this” with the highest quality.

### **Programs**

- Grow the band
- Mix of programs of continuing programs and ‘one-offs’
- Robust labyrinth experiences
- Musical sing-along
- Flourishing of mid-week moments – all ages programs/intergenerational.
- 4 - 8 week programs in Spiritual Formation.
- FNL continue the kinds of guests that we’ve had .... Guests who inspire and make connections.

#### **Other ideas:**

- Gifts of music from community and FNL.
- Drum Circle growth.
- Having a second choir/more choral presentations. Gospel music choir service.
- Healing Hands re-energized here ....
- At least one membership program next year;
- Kind budget process
- People feeling inspired in all ‘portals’ .....
- Ongoing assessment of programs ... Have tools for assessing program sustainability.

### **Operations**

#### **Top Priorities:**

- Functioning Building and Financial Operations team
- Plan for enhancing the visual beauty of our space (art, hangings, windows)
- Short throw projector – plan for electronic and digital requirements

#### **Other ideas:**

- Mechanism for tracking membership – learning to recognize. Need to understand the cost of operations per program
- An analysis of how we do fits in with the rest of the community

- Finish the Sacred Space
- Review of the definition of 'membership' Board analysis of what is a member in good standing? (We have 'members' that attend other churches (and not LVUC), or 'members' that no longer attend any church/church activities.)
- Coloured lights outside reflecting ecumenical season; Pride Week;

**Long term goals/Measures of Success (metrics)**

1. **Annual congregational growth in all demographics leading to a fully intergenerational community**
2. **Revenue increases will be based on programs of discipleship development leading to a reduced reliance on the Legacy Fund for operations. Annual increases Consistent with existing policy.**
3. **Increased involvement of all ages volunteers in the delivery of programs, and in the participation of programs that lead to spiritual development**
4. **Cross portal collaboration and cooperation**
5. **Leadership and discipleship development**
6. **Generous hospitality. Individual programs align and support the overall objective**

**For continuity: here are notes from February 2018 Leadership Circle:**

**Breakout group commentary for ongoing discussion/Board reflection:**

**Group 1 –**

- Item 4 – Language: 'All programs/groups support the development of discipleship'
- The 4 goals are independent of each other .... Different measures of success
- Language and intent – 'All programs are designed to support 10% revenue increases year over year' – this should not just be a PAR discussion .... Should be all program supporting strong financials.
- Consideration: charge premium amount for rentals. What is 'right relationship' with respect to rentals? Need to deliver a premium experience for our renters.
- Transparency of financials: are the financial goals outlined by the board based on a 'why'

**Group 2 –**

- Membership growth – its not just about Sunday!
- Bi-annual stewardship .... Should not be a 'tax' .... Need to connect giving to recognizing that we give because of a spiritual outpouring of abundance
- Become informed disciples: each team has a deep spiritual approach that is evident (item 4)

**Group 3 –**

- "Members" and "attending worship on Sunday" are not the same thing
- Support a bi-annual stewardship program. Who leads this?
- Rentals – screen carefully. This is a good source of revenue.
- Encouraging donations. Tap card, etc at programs is helpful
- Discipleship is ramped up when you're involved in a program (need to be able to encourage people in their own unique way to be involved ..... volunteerism should not lead to 'burn out'. Affirmation of volunteers.

**Group 4 –**

- Objective is continuous growth in membership/church involvement .... Less concerned with 'absolute numbers'
- Measure growth by demographic: Seniors, Families, young adults, etc.
- Nuance stewardship program (not about a 'tax' .... Is about programs to encourage giving)
- Measurement of cross-portal involvement
- Metrics may change based on what we learn
- Discipleship is about 'deepening discipleship' NOT about 'yes' you're a disciple or 'no' you're not ..

**Next Leadership Circle: April 21<sup>st</sup>, 2018 - 10:30 am – 12:30 pm**

**Broader United Church Presbytery meeting – April 28<sup>th</sup> at VST 9:30 to 4:30 pm**