

Senior Minister Report to the Board of Trustees
January 15, 2019

Dear Board Members,

I was grateful to participate with you in our retreat this last weekend. I believe we laid a good foundation for our work in reconciliation, relationship-building and focusing our strategic priorities. It will be important for us to build on this work as we move forward.

As we begin this New Year in a time of transition and transformation, I've been trying to keep my own priorities clear. I wanted to share with you what I believe are the highest and best uses of my time in this year:

Maintain quality and consistency of Sunday worship

With lots of change and transition, worship must remain a touchstone for our community. Volunteerism and giving—both of which are key to a successful year—are both highly correlated with Sunday attendance.

Help hire, orient and integrate new senior hires

We will be adding two new senior staff over the next six months, a new Executive Director and another minister. I anticipate spending a good amount of time helping to find, orient and integrate these folks into the existing staff team, while also maintaining a continuity of presence with the staff team.

Build trust and reconciliation

Of all the priorities of the 8th Principle Transformation Team, I believe trust and reconciliation are the areas where I can have the most impact on church health. I will work on my own, and with the Transformation Team's Trust and Reconciliation Subcommittee to identify and respond to opportunities for relationship-building and reconciliation within the congregation.

I would welcome your feedback on these priorities, as well as any other suggestions you may have.

An update on some of my work since our December meeting:

- I led a busy holiday worship schedule.
- I worked with Rachel and Gary to message and implement an end-of-year giving campaign.
- I met twice with the 8th Principle Transformation Team leaders to discuss the future of our trust and reconciliation work.
- I've held relational meetings with all but one of the incoming board members.
- I've participated in a recent staff holiday gathering and our board retreat.

Board and Officer Commissioning on Sunday January 27 at the second service.

Last year, board members and officers asked to be recognized and commissioned in the context of Sunday worship, much like we do for religious education teachers. Tim and I discussed possible dates and agreed that January 27, which is also the date of the Find Your Ministry Fair, would be a good time to honor you, our highest-ranking lay leaders. Can folks try to be available during the 11:15 service on Sunday January 27? Thanks!

Please be aware that on Saturday I leave for a week-long vacation with my family. I will be out of the country from January 19 through 26.