

DECEMBER MINISTER'S REPORT 2020

ACTION ITEM: As of Dec. 31 2020, I will have 13 days of study leave and 9 days of personal leave remaining. Earlier in the year, I had requested that the board allows me to roll over any unused time off to the new year, in recognition of the difficulty of taking leave this year during the pandemic panic and Year We Lived Online, and there was verbal consensus on that. I said I'd come back in December to formally make my request, which I am doing now.

TO DISCUSS: Developmental Goals Timeline and Benchmarks (see page 3)

Time Off: I will be taking holiday time Dec. 25 and Jan 1, and study leave in between, so I will effective be out of the office Dec. 25- Jan. 1. The church office will also be closed this week in accordance with our tradition and to give staff a break and time to spend with family.

Looking forward: Because I am anticipating rolling over 20 days of leave in addition to my standard leave allotments, I am contemplating a "mini-sabbatical" of 4-6 weeks in the coming year. I'm not sure when, but it will likely be in the latter half of the year, and I would like your approval to begin planning for that.

UPDATES (quick takes on things of note that I've been up to)

YouTube maintenance: This week, T Dale Bagwell will begin managing our YouTube content. Once I upload individual worship videos, he will take over, adding titles, links to content, description, etc. He will also be creating the Sunday playlists and ordering them to reflect that week's order of service, in the hopes that someone could, theoretically, watch them in order and get a sense of the service as a whole. I have also reconfigured our channel page to make it easier to access the latest content. T Dale stepping into this role frees up a couple of hours of my time, and lots of brain space, it it's a pretty detailed process.

Calendly: One of the things that has been hardest to replicate in our digital/pandemic ministry is the opportunities for conversation and connection on a small scale. You can't drop in during office hours when I am working from home most days, and we can't have a quick chat in the hallway on Sunday or schedule a planning session or pastoral care conversation after services. I feel hard-to-find sometimes; maybe you have felt it too.

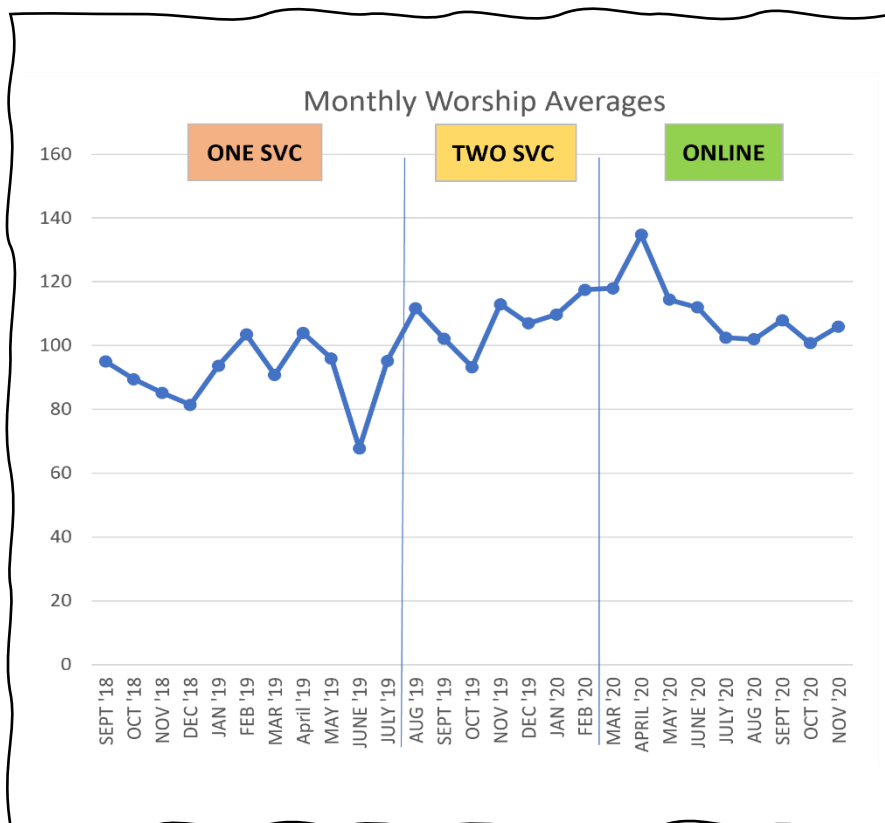
I have set myself up on Calendly, a scheduling program that many of my minister friends use and love. Simply go to my Calendly page calendly.com/revsarah_nuuc and select the type and length of meeting you would like to have. You can then choose the date and time that you prefer on the following pages from the available options. Calendly syncs with my personal calendar, so it will only show you times that I am available. Once you have scheduled your session and entered your contact information, you'll get an email confirmation with Zoom info as well as a link to add your appointment to your Google Calendar, iCal, or Outlook. Several folks have made appointments already, and I'm hopeful this will make it simpler to schedule one-on-one sessions with folks, both for pastoral care and for programmatic purposes.

Pathways: We had a good Pathways to Membership class, with five attendees, two of which have become members. (I am hopeful that two more will become members after our session Jan. 1- set up on Calendly 😊 New member recognition will be Jan. 3

Holiday Sundries: Gay Lynn and I have collaborated this December on a few fund things we can do as a congregation. The lights in the courtyard look lovely. If you haven't picked up your ornament to decorate and hang up at Northwoods, I hope you will! (PS- take a pic while you are here and send it to me!) You can also decorate a votive candle holder and drop it off in the same purple bin you picked up your ornament from to be used in the Christmas Eve service. We collected 38 stockings for seniors for the Montgomery County Meals on Wheels program as well. Whew!

Worship: Two of my "on" Sundays this month are being led by someone else, so I've enjoyed being in a more background role, acting as video producer for last week's RE service was a delight in particular. (Don't ask how long it took me to get those Spirit Play videos synched up for This Little Light of Mine...) Worship Arts and I have outlined the spring worship schedule and are already recruiting speakers and musicians. We will be doing two "curated reflections" services paired with service led by my on the same topics (which are creativity and optimism, if you were wondering) as well as, I hope, two small group Sundays to get broad buy-in and feedback in the developmental goals review process.

I've also worked up some attendance numbers, for the number-crunchers among us. Here they are. As much as it has sucked to not be together in person, The Year We Lived Online has given us a different set of eyes through which to see lots of things, including the ways we worship. I'm really proud of us, and I think we are learning things that will make worship better in the future, both online and in person.



MONTHLY AVERAGES	
SEPT 2018	95
OCT 2018	89.5
NOV 2018	85.25
DEC 2018	81.4
JAN 2019	93.75
FEB 2019	103.5
MAR 2019	90.8
APRIL 2019	104
MAY 2019	96
JUNE 2019	67.8
JULY 2019	95.25
AUG 2019	111.7
SEPT 2019	102.2
OCT 2019	93.25
NOV 2019	113
DEC 2019	107
JAN 2020	109.75
FEB 2020	117.5
MAR 2020	118
APRIL 2020	134.75
MAY 2020	114.4
JUNE 2020	112
JULY 2020	102.5
AUG 2020	102
SEPT 2020	108
OCT 2020	100.75
NOV 2020	106

Developmental Goals Timeline and Benchmarks

Notes from board retreats:

-DevGoals assessment goal: a snapshot of Northwoods right now- its health, its growing edges, etc. Where are we now, as compared to where we were when we decided these should be our dev min goals?

Some goals might be “done,” or not, and some goals might be assessed in terms of “what next?”

-How should we assess our goals and ministry together? should we use the process by which they were created as any kind of template? Maybe the different areas of ministry Jerry laid out in his presentation on congregational size profiles? Do we use the org chart to decide how to “drill down” (i.e. assess each ministry area)

Who needs to know about this? Nearly half the congregation arrived after these developmental goals were put in place. How do we educate and generate buzz for participation in process?

- poll congregation after worship for informal feedback and to generate buzz about convos
- videos of conversations about how each goal arose

Conversation about developmental goals:

- Question is “How have we. . .”?
- ask for narrative/story/example
- follow up questions might be: “What’s next step?” “What is our vision of success in this area?”
- need two options for congregational engagement: conversations AND opportunity to give written feedback (yes, one could do both)
- What is the result of this? A document, a meeting, a photo album (snapshots)

TIMELINE AND BENCHMARKS

_____ : begin promotion and education campaign (post-worship polls, education about how original goals arose and purpose of review and assessment) (Jan. Board meeting? Before that?)

_____ : have questions ready for congregational conversations (Feb. Board meeting?)

_____ : Orientation/ workshop for facilitators? (mid-Feb?)

_____ : Information Gathering Period (small group conversations, soliciting written feedback)

- Feb. 28 and March 14: small groups as part of worship service time: 40-min worship and 30-min small group conversations facilitated by church leadership

_____ : Board collates raw data from congregation and creates a draft set of new developmental goals, some of which may be same/similar/grow out of original developmental goals

April 15: Board shares draft developmental goals with congregation, followed by opportunity for feedback via a town hall (other forums?)

Annual Meeting (May ___): present developmental goals (with any revisions) to the congregation

- will it be a done deal at that point, or does the congregation need to vote on them?

Related docs on

#board Slack channel:

Powerpoint from retreat presentation, developmental goals (current), measures of success document from startup retreats, developmental ministry handbook (assessment p.##)