

Annual Report Senior Minister

Here are some key points of work that are generally beyond the call of upholding the core duties of senior minister, and speak to essential work in the interim time. I am using the focus points of interim work as the organizing considerations.

Heritage: *reviewing how the congregation has been shaped and formed. The congregation's heritage, both corporate and individual, is the foundation upon which the present rests. Paying attention to heritage means encouraging and hearing all of the stories about the congregation's past and embracing the rich variety that makes up this particular congregation.*

Held conversations with congregational leaders to talk about their experience of areas of strength and challenge in the past and share some stories that illustrate key points of heritage. Met with recent past presidents to recall some of their key learnings from being president, how their learnings assisted in seeing the congregation in new ways, and have them weigh in on important task for the interim period.

Facilitated workshop in November that included exploring themes from the past, present and identifying the key values embodied in these stories.

Leadership: *reviewing the membership needs and its ways of organizing and developing new and effective leadership. Transition time provides opportunity for individuals and congregational organizations to examine the types of leadership needed. New leaders will emerge, while some seasoned leaders may re-commit or may decide to refocus their gifts.*

Preached on Stewardship in November.

Explored job descriptions and duties of staff.

Working with Staff on team building and explored models around change

Worked with the board and other leaders to explore potential models for the Council of Ministries.

Worked on Governance with task force.

Connections: *discovering all the relationships a faith community builds outside of itself. Sometimes congregational life is so busy that congregations and their leadership forget to attend to their connections both to the denomination and to the network of communities around them. Transition is an appropriate time to reassess old links and to consider new ones.*

Work with the Social Justice Council to think about next steps and how to explore greater partnership with community organizations. Will work with them in retreat this summer.

Participated in the Service of Affirmation in the larger community.

Work in programming and worship around engaging the current events in the world and exploring ways to take this ministry into greater community engagement.

Mission: *defining and redefining sense of purpose and direction. The primary work in this area involves clarifying the faith community's identity and core values, working to develop mission and vision statements, and perhaps even working out short-term tactical plans.*

Lead gathering on Re-Visioning Work

Preached on Mission in Aug and September

Facilitated workshop on Sharing Stories in November.

Attended Social Justice Task Force Gathering sharing the work of the many social justice taskforces in the congregation.

Working with staff to explore the implications of a lived sense of mission for their daily ministries.

Future: *developing congregational and pastoral profiles. Focusing on the future requires a healthy and honest assessment of the other focus points so that the congregation can turn its energy toward proactive decision-making for the future.*

Worked with the Board of Trustees to continue process of educating the congregation about search.

assisted the board to engage in process and begin to populate a nomination for the search team.

Worked to reimagine the Pastoral Care system for the congregation.