

Developmental Ministry Goals

Your Board of Trustees wishes to thank everyone in our community who gave feedback on our proposed developmental ministry goals. Generally speaking, the feedback we received was very positive with excellent suggestions and the proposed goals were partially amended based upon what we heard from many of you.

Here are the five goals that we will ask a developmental minister to address in the coming years:

1. Develop strong, intentionally diverse lay leadership
 - Develop and implement a sustainable program for matching congregants with volunteer tasks/roles
 - Create a lay leadership development program, led primarily by lay leaders, that gradually and systematically guides new volunteers to larger roles and greater responsibilities
2. Assist the congregation to live effectively at its current size
 - Align expectations of congregants with the level of staffing that we can afford
 - Delegate or eliminate tasks to create a sustainable work load for all
3. Assist the stewardship team in growing the financial stewardship of the congregation
 - Implement recommendations from our recent stewardship consultancy
4. Modify our policy-based governance model to better serve the needs of a mid-sized congregation
 - Relieve burdens on staff and minister
 - Provide structure for appropriate support between the board and the minister
 - Keep the minister and staff free to pursue creative solutions
 - Ensure clear accountability to our mission
5. Actively and meaningfully welcome, support, and empower congregants who are black or other persons of color, LGBTQ+, have disabilities, and other congregants with marginalized identities.
 - This is a larger goal for the entire congregation that will require leadership from the developmental minister, and also is a focal point for lay leadership, membership, and the board.

We have submitted the application, and will keep you all updated as the process unfolds.

Gratefully,
Your Board of Trustees