

Covenantal Congregation Task Force Report to the Board of Trustees 06/11/18

The covenantal Congregation Task Force, consisting of Barb Bloomer, Mike McDonald, Barb Termaat and Karl Love and with the support of Rabbi Chava Bahle, have met multiple times and now present their recommendations to the board. Our discussions began with the issues of conflict management and its administration. As a group we quickly agreed that, while important, Conflict management was an end game solution and ultimately the Board of Trustees direct responsibility wither or not a specific group is tasked with its administration. Conflict management is am method of last resort.

Our group moved farther upstream. We believe that the ultimate issue in our community is the nurturing of trust. Trust of leadership, particularly the board is critical but trust must be nurtured more broadly than the board itself.

For our community we need to establish the intention and practice of trust building. Our community needs to have trust as its cornerstone.

Here are our key recommendations:

1. Renewal of the congregational covenant annually, possibly tied to a new member service.
2. Increase informal contact opportunities especially outside our usual social groups.
 - * Talking Circles.
 - * Circle suppers 3 or 4 times a year with 4-6 at a potluck dinner.
3. Committees open to sharing work with other intersecting committees.
4. Building relationships founded on joy and a sense of fun.
5. Focus on belonging rather than simple membership.
6. Committee structures loose enough to allow associate or supportive membership without a full commitment.
7. Helping new members to find a fit for THEIR interests including contact introductions.
8. Periodic services (SSC) exploring what covenantal communities look like and what it means to be covenantal.

Of particular interest is building trust in leadership, their discernment and the processes used to work together for the good of the community.

1. Consider recording board meetings and make the audio stream available on our website.
2. Creation of a board email address for direct comments addressed to the entire board for consideration.
3. One or two "listening sessions per year creating opportunities for contact, engagement and face to face dialogue.
4. Continued use of mentors for new board members regardless of previous experience in other organizations. This allows matching specific needs to be tailored rather than a classroom approach.
5. Leadership Development should host a discernment workshop for trustees and committee chairs as needed (rather than an annual or biannual schedule).
6. Build into our culture that cultivating future leadership is of prime importance. Plans for leadership outreach should be made between the board and LDC regularly.
7. Central to all work should be growing and nurturing a healthy community for everyone.

It is the hope of the task force that the board will find these recommendations useful and ready to translate in to direct responses for the future benefit of our community.

Respectfully Submitted,

*Barb Bloomer,
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Barb Termaat &
Karl D. Love*