



Renovation Update Meeting

PRESENTED BY THE STRATEGIC RENOVATION TEAM AND MINISTRY ARCHITECTS

DECEMBER 11, 2018

Timeline of Events

- ▶ Sept 6-9: Assessment
- ▶ Sept 13: Began weekly phone calls with both pastors
 - ▶ Asked to brainstorm a list of potential SRT members
 - ▶ Shared the job description
- ▶ Sept 20: Reported to pastors 3 options for mediation
 - ▶ Option 3 was chosen

Timeline of Events

- ▶ Sept 27: Reported by the pastors that the first 4 folks asked for SRT said "yes"
 - ▶ Internal option of MA consultants conducting the first mediation meeting was chosen. First meeting was put on the schedule of the Quick Start on Nov 2
 - ▶ Decided that the SRT would be presented to the Session at Oct 8th meeting
- ▶ Oct 8: SRT members presented to Session
- ▶ Oct 14: SRT members announced to the congregation during worship
- ▶ Nov 2-3: Quick Start

Timeline of Events

- ▶ Week of Nov 4: Feedback from church members expressing concerns
 - ▶ Several phone calls to discuss next steps
 - ▶ Decided that outside mediation would be sought and Ministry Architects offered to pay for the cost
- ▶ Nov 12: Call with pastors to share information about mediation with Dr. Rev. Kathleen Weller
 - ▶ Information and dates shared at the Session meeting

Timeline of Events



- ▶ Nov 19: Received notice from Dr. Weller that she was not able to work with St. Thomas because of health reasons
- ▶ Nov. 28: First SRT meeting
 - ▶ Shared with the SRT & pastors about Dr. Weller
- ▶ Since then, Ministry Architects has been reaching out to other mediation groups

SRT Job Description


Purpose

- ▶ Design a structure for sustainable ministry at St. Thomas Presbyterian Church.
- ▶ Develop implementation and resource plans and lead the process to secure session and congregational support for the new model of ministry at St. Thomas Presbyterian Church.

SRT Job Description continued



Overall Responsibilities

- ▶ To effectively deal with all pressure points in the church.
 - ▶ To assist in troubleshooting challenges related to the renovation, including support of the staff's efforts to keep programming on-going throughout the renovation project.
 - ▶ To complete tasks related to the creation of long-term stability for the church (e.g. church directory, 18-month calendar, etc.).
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SRT Job Description continued



- ▶ General Responsibilities (continued...)
 - ▶ To assist the staff in recruiting necessary volunteers for all programs.
 - ▶ To oversee the long-term initiatives for the church laid out in the assessment timeline and process.
 - ▶ To communicate regularly (monthly or however often is deemed necessary) with the staff and congregation about the renovation process and accomplishments during the next two years.

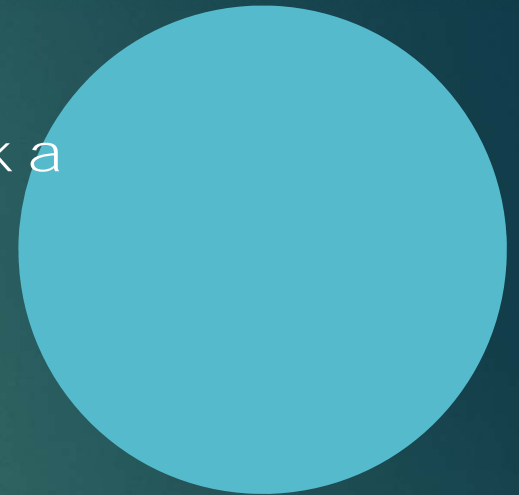
SRT Job Description continued

Composition of the team

- ▶ A balance of session members and other ministry stakeholders who are non-anxious.
- ▶ 4-5 members in addition to the senior pastor and associate pastor.
- ▶ Two-year term
- ▶ Meetings of 90 minutes plus homework between meetings.
- ▶ Training:
 - ▶ An orientation
 - ▶ Must be a member of the church for a minimum of 6 months

SRT Job Description continued

- ▶ Skills/abilities/attributes
 - ▶ Commitment to the work
 - ▶ Be able to see the big picture as well as work a checklist of tasks
 - ▶ Good delegation
 - ▶ Strong communication
 - ▶ Timely follow through on tasks
 - ▶ Reliability
 - ▶ Non-anxious presence
 - ▶ Good listener
 - ▶ Be a team player



SRT Job Description continued

Team Members

- ▶ Pray for the ministry at St. Thomas Presbyterian Church.
- ▶ Attend regularly scheduled Strategic Renovation Team meetings.
- ▶ Meet as often as necessary the first 1-3 months, but then move to once a month to oversee all the work being done.

SRT Job Description continued



- ▶ Respond non-anxiously to inquiries and difficulties with clear communication and collaborative and future-oriented information.
- ▶ Assume responsibility for individual tasks on behalf of the entire Strategic Renovation Team
- ▶ Ensure that all members of the Strategic Renovation Team work together and support each other effectively and efficiently.

SRT has been working on...

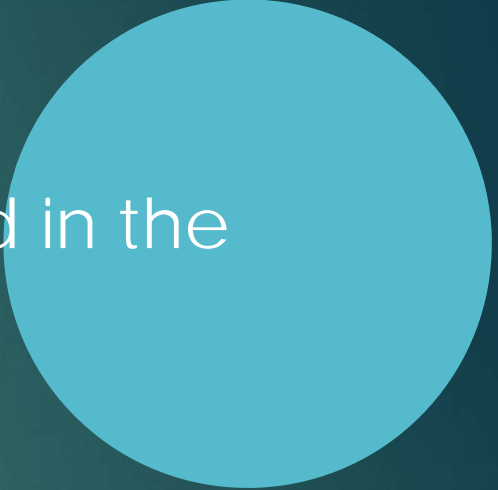
Quick Start

- ▶ Began with mediation meeting in the afternoon of Nov 2
- ▶ Met evening of Nov 2 and from 9-3 on Nov 3
 - ▶ Debriefed the mediation meeting
 - ▶ Reviewed job description
 - ▶ Reviewed the assessment report
 - ▶ Reviewed logistics for the renovation process (how the team will work together, meeting agenda, calendar, managing tasks, utilizing the google folder, and roles)
 - ▶ Began work on healthy climate documents

SRT has been working on...



Since Nov 28

- ▶ Healthy climate documents outlined in the assessment report
 - ▶ SRT webpage and communications
 - ▶ Dealing with concerns brought to Ministry Architects
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Concerns brought to Ministry Architects

1. Process for selecting the SRT
2. Perceived secrecy regarding the selection process
3. Overlap of session and SRT members
4. Pastors serving on the SRT
5. Worry about SRT members burning out

Concerns brought to Ministry Architects (continued...)

- 6. Suggestion to change SRT members
- 7. Key volunteers not being involved in the Quick Start
- 8. Mediation process at the Quick Start
- 9. MA consultants leading the mediation meeting
- 10. MA hasn't heard from or listened to enough people
- 11. Pastors controlling this whole process

Thank you for coming tonight!

