

NOTES FROM FIRST LISTENING CIRCLE ON DEVELOPMENTAL MINISTRY (DM)
9-18-16

Members' Comments: (Rev. Don, 4 board members and 8 other members attending)

“Developmental” term confusing: who/what is developing:

- Us, as a congregation, more than the minister
- Congregation in a transitional place
- Work with MidAmerica Region to develop our plan/goals for this DM period

Chance to work to improve our functioning to make us more attractive to a called minister

Some of us are “gun shy” about having a new minister

Some of us are expecting the Developmental Minister to do the work of improvement, rather than us as the congregation doing the work: the focus is on US, the work OURS to do, with the DM helping us do it

“Stuckness” issues identified thus far to work on to help us reach the next level of growth:

- Attendance/Membership
- Stewardship
- CFD participation

If we get a DM minister, we cannot decide to call them

Membership has been a challenge, gaining and retaining new people

- Need follow-up with new members and with longtime members who haven't been coming to services

What are our alternatives to DM?

- Being lay-led
- Contract minister (but may not have better skills than a DM)

DM will be a change process: difficult, painful, hard work, shift from being a small fellowship to a growing congregation

How can we afford this? Deficit spending is scary (but we do have resources for at least 3 years to cover this); we need to meet projected pledge units and pledge totals

Cost fees for DM, beyond salary are modest (\$750 for the first year and \$500 for each of the next years) and support from the MidAmerica region is impressive

We have gone from $\frac{1}{4}$ time ministry to help with an intern minister to $\frac{1}{2}$ time to a little more than $\frac{1}{2}$ time, and now to full time. This is part of our trajectory of growth.

Physically we are in good shape- with an inviting entry and access for all. Now time to get internal, get our human resources in shape.

What is the next step?

- Listening Circles in Sept/Oct
- Congregation meeting to vote on October 16th
- Vote will probably be more than a simple yes/no in order to measure how invested our congregation is in this idea
- Board will vote on DM at the October board meeting
- Application for DM filled out (depending on a 'YES' vote) in Oct/Nov
- August 2017 DM minister arrives

QUESTIONS FOR MIDAMERICA REGION:

1: Is there an accreditation process for a DM?

2: Would you please clarify the training that a DM has- what specific skills they typically have?

3. When is it decided how long the DM stays? We know it will be between 3 and 7 years, but do we know that right from the beginning, or is it the 1st 3 years, and then the added amount of time is decided, depending on our needs/progress?

4: Can we get a list/description of the last year's hires in the Region for interim ministers, contract, DM and called?