

Minister's Report
All Souls Board of Trustees
January 9, 2019

Overview:

Numbers:

Our numbers are beginning to rebound. I am noticing a stronger sense of community, which I think is part of the positive mood that is at All Souls. Kayla has noticed how present Board Members are on Sunday mornings at All Souls, and believes that this significantly helps with the communication and health of the congregation. Thank you all for being so present in the life of the congregation, not just its governance. It makes a big difference.

	2016	2017	2018
August Adults	123	139	122
August Kids	17	30	40
September Adults	129	131	114
September Kids	27	33	30
October Adults	123	125	102
October Kids	27	24	23
November Adults	149	135	121
November Kids	28	30	27
December Adults	110	159	128
December Kids	27	25	22

REPORTING ON OUR CONGREGATIONAL GOALS

FAITH FORMATION:

All Souls recognizes that we are life-long learners, and offers a full range of faith formation opportunities that are culturally sensitive, match the diversity of beliefs, spiritual types and learning styles that exist here, and that are relevant and accessible for every life stage. Our faith formation process exists to help our members learn and live UU values in their daily lives.

Worship

We received much positive feedback to our Gifts of the Dark Woods series, and the worship team is utilizing some of the worship design elements in planning for our upcoming series, “White and Woke” and “Holy Hogwarts” (Harry Potter). Rev. Kayla and I also have been meeting on Sunday afternoons with a handful of congregants in preparation for our “Holy Hogwarts” (Harry Potter) series. Having a second minister to preach on Sundays when I am out of the pulpit has proven to be a good choice, as her services get generally more praise than our average local guest preacher.

I thought our holiday services were the strongest that they have been, thanks to the many people involved. These would be good to market in the future.

From an initial test, it is clear that boosting our sermon podcasts is an effective way to reach more people. We are going to start livestreaming our sermons on Facebook, to see how that social media outreach efforts work for us.

Children and Youth Programming

We have nine youth signed up to journey with our church to Boston in June. The Middle School will hold a CON at All Souls Feb 9-11.

The Children’s Faith Formation Committee has met twice now and Sarah Gettie has brought its members, who include Bruce Russell-Jayne, Fran Lake, Susie Offen, Emily Salinas, and Virginia Snell, up to speed with regards to the current state of the program. At our last meeting, the committee settled on further developing a vision for creating a “Maker Space” for the Community Outreach part of our program. Rev. Sarah Gettie has requested a budget for this program from the Implementation Team and awaits that information in order to move forward in planning.

Adult Programs

Our adult programming is reaching a new level with Kayla. It is now designed to meet the needs of specific demographics, give us opportunities for spiritual deepening, and to expand our capacity for our social justice and worship work.

Our new programming for seniors has started with a regular group and an ethics and religion brown bag luncheon conversation.

Kayla is working with other staff, leadership and the DIT to develop programming during and after our “White and Woke” worship series to support the continued learning of the congregation,

There will also be a short-term chalice circle starting up in February, for folks who were not able to enter into the year-long program. The year-long groups continue to go well, and Kayla regularly checks in with and supports the facilitators of these groups.

CONGREGATIONAL LIFE:

All Souls actively practices the art of hospitality to welcome and affirm all who come through our doors. Appreciating each other, we offer compassionate care and accompaniment to each other as we journey through life. All Souls embraces diversity in all its forms, seeks to mirror the demographics of the Indianapolis metro community, and provides opportunities to learn from that diversity.

Membership:

Collectively, we continue to reach out to members and families we have not seen in a while. This outreach is generally appreciated, or not reciprocated.

Member Recruitment: We have three people coming to *Exploring UU* and *Path to Membership* this Sunday.

Member Retention: We have scheduled sessions in the new year to help with member integration and engagement: *Creating a Spiritual Growth Plan* and *Roots and Wings*. Kayla is also planning on launching a mid-year Chalice Circle-style group. The staff is continuing to go through the membership rolls and contact people we have not seen in a while.

Pastoral Care:

As Winter and the holiday season often are, this is a time of heavy pastoral need. In the month of December and first week of January, Kayla had eleven pastoral visits with congregants. She had sixteen electronic check-ins, and continues to follow-up with about thirty congregants and staff members regularly. Sarah Gettie has also had a pastoral visit, and I had two in-personal pastoral conversations and attended the wake for Jerry and Sandy Dreesen’s daughter.

On January 6th, Kayla asked the congregation to join in undertaking a ride sharing ministry, as a handful of our older congregants she spoke with have expressed a desire to come to services, but no way of getting there. A number of people responded via our Connection Cards. She

hopes this ministry can become more formalized, although she's still dreaming of an All Souls Bus.....

Building the Beloved Community

On February 1, the Diversity and Inclusion Team (DIT) will be teaming up to feature the movie "Pride", a heartwarming historical comedy-drama about the relationship between a group of young gay and lesbian activists in London and a small, striking mining village in Wales. This is a good example of programming that highlights intersectionality, the concept that social locations and frameworks are always overlapping and intersectional.

I would recommend the congregation pursuing another "Year of Learning" around the Beloved Community, and applying for a Center for Congregation's matching grant to support this. Kayla is curious about what sort of trainings you one the board might find helpful.

CONGREGATIONAL LIFE:

Implement sound and transparent systems of governance and resource management to guide growth.

Ministry and Leadership:

Kayla has been meeting with the newly formed Committee on Shared Ministry (COSM). The COSM exists to support the whole congregation in living into our ministry and mission. Their first task will be to put together and administer a survey to the whole congregation that invites all to reflect on where we are and where we'd like to be in living into our shared congregational goals. Congregants will both be invited to share assessments about our ministries and staff, and assess where they personally are in our shared ministry in the congregation. They will be able to provide their own visions and goals for our future, so we might have a better idea of where we are and where we're going. I am also considering matching this with an in-person, appreciative inquiry session to refocus and engage the congregation in our various ministries.

Staffing:

In order to more fully serve her Membership position, Allison Zafiratos has resigned from her Faith Formation Assistant position. Sarah Gettie is currently seeking to hire for this position.

After talking with Nancy Baney and board leadership, we would like the board to vote to hire Nancy Baney as our financial administrator. She has filled that position in an acting capacity for around 18 months.

Nancy also suggested that the board set a policy (if they are the correct body) that any member employed by the church be considered a non-voting member.

Allison and Al are becoming more acclimated to their roles.

Robert shared that he plans to attend seminary in August, and plans to leave his position at All Souls then.

Communication: I have contacted two recommended marketing firms and set up a combined lay and staff team to select and work with the selected agency. Our hope is that the firm would develop a strategic communications plan, communications instruments, and some new branding materials. These would then be utilized in the future, likely by a communications staff person.

Rentals

Rentals are still going incredibly well. Fat Turtle Theater Entertainment has signed to do another show with us, and they will be meeting in the east downstairs classrooms. Mankind Project has approximately seven groups meeting with us weekly now, and they donate around \$15 a meeting. The original architect of the Atrium Jack Munson will be signing a year-lease for the "Portfolio Club," an architecture presentation group, to have their presentations in the Atrium over the next year. We have a wedding that has signed to take place in May. Implementation committee needs to keep Robert in the loop in order to properly coordinate these rentals. Lupus Foundation also rents from us and said that they are sensitive to loud noises, so Robert should be told about that as well in order to accommodate them.

Website

Robert has been collecting and gathering information for the new website, and is now in the processing of putting everything together. Everything will be done by December 21 at the absolute latest.

Safety and Security

I have asked Al, our new facilities manager, to investigate options to put up security cameras at All Souls. These cameras will monitor, record and storage footage of all of our exits and our copy room where are safe is.

OUR PRESENCE IN THE BROADER COMMUNITY GOAL:

All Souls is recognized for its community engagement and for joining with interfaith and secular partners in actions that embody our shared values in the public sphere. All Souls opens ourselves to our neighbors to build relationships with those beyond our doors.

Kayla has focused on meeting with more community groups, as well as stakeholders in the congregation on various justice issues. Last month, she met with the program coordinator for

Indiana Youth Group, who is interested in collaborating with the congregation on upcoming projects such as the Laramie Project.

Freedom School

The Indianapolis Freedom School Partnership, the 501(c)3 we helped create is no leading on the grant-making efforts. We will focus soliciting funds from outside organizations, our crowd-funding campaign, and through a few share the plates.

Planned Parenthood

After a few decades of a lull, we have renewed All Souls connection with Planned Parenthood. We allowed them to host a small letter writing party at All Souls, they will present at Adult Forum, and we will adopt one of their advocacy/witness Wednesdays.

Center for Interfaith Cooperation

As one of the co-chairs leading the CIC's efforts to pass hate crime legislation, I am helping organize several informational sessions, develop a partnership between the faith community and the Indiana Alliance Against Hate and other partners, and help prepare faith voices to speak up for passage.

Faith in Indiana

We have asked Faith in Indiana to connect us with more of their campaigns that have a racial and/or immigration theme.

Other:

Study leave: For workflow reasons, I delayed my study leave time till next week.

ACTION and DISCUSSION:

- **Does the Board vote to hire Nancy Baney as our Financial Administrator?**
- **Does the Board have the authority to categorize church employees who are also members as "non-voting members"? If so, does it want to?**
- **Does the board have any feedback on the proposed Feedback process? Does the board want this to be a board policy or an administrative policy?**
- **Does the Board want a Trans101 sessions?**
- **Save the Date: Saturday, April 13th for a day-long Justice PalUUza**