

Minister's Report
All Souls Board of Trustees
March 14, 2018

Growth:

Here are the steps that we have taken in the past month to promote and support growth:

Numbers:

Here are our numbers for current church year, in comparison for the previous two years. Though I heard positive things about Rev. Breeden, attendance was slightly lower.

Average Attendance	2015-2016	2016-2017	2017-2018
August Adults	130	123	139
August Kids	24	18	31
September Adults	128	130	131
September Kids	48	20	33
October Adults	143	123	125
October Kids	35	27	24
November Adults	153	149	135
November Kids	37	33	30
December Adults	151	117	159
December Kids	36	27	25
January Adults	139	138	136
January Kids	30	27	35
February Adults	136	140	129
February Kids	36	29	35

Overview:

Our growth work has primarily been focused on the success of the Community 2022 campaign, and related staffing considerations.

Culture of leadership – policy governance
Communication – Congregational Conversation
Tall Trees -- council

Patterns of decision making

On March 7, the Program Council held one of its sessions for committee chairs/team leaders. Turnout was a little low, but the conversation was good. In that session we identified some of the most successful teams at All Souls, and what factors contributed to their success. Common factors include: 1) a high value is placed on their work by the congregation, 2) working with All Souls staff, 3) working with outside resources/ partnerships, 4) a stable leadership that also is good at asking for help. Teams that are lacking energy or that feel demoralized are often missing most of, if not all of these factors. It is good to note that these successful teams were still successful even if they were not able to find a full complement of volunteers, successful with different styles of leadership, and were not successful because of the efforts of a single person. We are preparing to send out these findings and assessments to our team leaders for their consideration. Hopefully this will be a useful insight into supporting our teams/ committee and helping ensure that volunteering with All Souls is meaningful.

Staffing

Replacing Nancy:

Congregational Life Minister:

Membership position:

Facility Manager: The personnel committee is putting together a hiring team to work with me on filling this need.

Member Recruitment: We had 6 number of people join All Souls since I have returned. We are offering *Exploring UU* and *Path to Membership* on April 6.

Member Retention: Calls, Barnharts and Kings, and Mark C,

Building the Beloved Community Vision:

Lifespan Programming:

Nancy is focusing her final weeks on maintaining our current programming, lining up preliminary programming through the summer, and preparing for our staff changes.

Children and Youth

Multigenerational

Nancy and I are planning our annual Passover Seder for April 7.

Adult Programs

Pastoral Care:

ACTION and DISCUSSION:

- Vote: Move to reallocate any unused funds budgeted for the DCCP recruitment process to be moved to fund the recruitment of our Minister of Congregational Life.
- Authorize that Rev. Anastassia or a member of the 2nd Minister Hiring Team with the authority to negotiate a contract with our Minister of Congregational Life finalist.