

APPROVED AS OF 3/9/2020

Chelsea First United Methodist Church

Administrative Council Minutes

Meeting Date 2/13/2020

In Attendance: Jim Alford III, John Seto, Rev. Joy Barrett, Rev. Rodney Gasaway, Brenda Beck, Charles Schmunk, Kerry Plank, Mike Vanderspool, Edie Wiarda, Sandy Schmunk, and Dana Schmunk. Guests: David Schaffer, Diane Brown, Brian Kidston, Margaret Kidston and Darlene Schaffer.

Opening Prayer given by Edie Wiarda

Review of Minutes from Meeting of January 9, 2020 (see attached). **Motion made to accept the minutes as presented by Joy Barrett, seconded by Jim Alford III. Motion carried.**

1. Congregational Clarity on LGBTQ / Protocol – continuing discussion
Eddie presented Big Picture Issues and Big Picture Objectives (see attached)
 - a. Feedback / response to 1/19 Statement & 2/2 information session. **Good tone and information on 1/19. Comment that there seems to be a lot of talk about this subject and not on VCI. Appreciated collaboration on the subject between worship messages and church leaders. Feb 2nd session: 20 people attended, all very engaged. Focus was on various proposals related to restructuring of the United Methodist Church. The group expressed interest in having another session before general conference to look at some of the other legislation going to the General Conference, i.e. the possible addition of Regional Conferences and a rewrite of our UM Social Principles. Encourage a general time of prayer before General Conference. Will do a different date/time for a second informational meeting, rather than the April Town Hall. Also provide website information that the congregation can use. Joy will ask Jon and Liza to incorporate on the web site and the Pathfinder.**
 - b. Possible congregational survey: **Would we relate this to the 4/26 Town Hall? If we were to do a survey, we could use this time to explain why. Do we want to do a survey? This would not be an opinion poll on what is truth. Suggestion that we move forward with the statements we have made and not do a survey.**
 - c. Content, schedule for 4/26 Town Hall : **We have 2 major issues: 1. clear statements on LGBTQ, 2. Objectives/mission field for this congregation. Mike noted re: VCI portion – a lot of what has come out we can move forward with, especially Outreach/Mission Ministry. Suggestion that we roll out short term objectives that have been adopted by then. Talked about day/time of day. Suggestion to stick with Sunday 5-7 p.m., starting with a Potluck as before.**
2. Summary and Next Steps from Ministry Audit Retreat on 1/25 – See Attached “Notes on Ministry Audit review
Ad Council decided to look at the audit process a little differently this first time. Ad Council did meet with staff on January 25th. Staff and Ad Council members did review current ministries and events. Staff were given permission to bring forward areas they question as

effective and to propose changes. We still need specific objectives that we can hold ministries to re: indicators of success. We also need to identify target mission fields (segments of the population) that ministries can relate to (i.e. through mission insight information). These things will put more structure around mission/vision so next year we can move forward with a true audit. Noted that we need a verification of the risks of not being able to support each mission with volunteers/resources.

3. Recommendations / Updates from Vital Church Implementation Team
 - a. Outreach Team – Local Mission Tithe proposal (see attached). **Noted this proposal follows language put forth in the original fundraising for the Sanctuary Renovation. Groups put forth to potentially request funds are those we wish to partner with. The Goal remains to move forward in the three areas which have been lifted up by the congregation: Youth Mental Health, Basic needs of families/individuals, Loneliness and Isolation. Suggestion made for the Outreach/Missions team to write the Request for Proposals, send that out to our community partners in the three areas mentioned, review any proposals made, then make a recommendation to Ad Council. Ultimately proposals and expenditure of monies will go to a Church Conference for vote. The Outreach/Mission Team will have the request for proposals out by the end of March. Suggestions: 1. Ask for report at the end of any proposed project to share with congregation. 2. Seek ways the congregation can partner with the organizations, not just with our money. 3. Ask “How can our faith in Jesus influence outcomes”?**
 - b. Prescriptions Implementation Team – Graphic Design & Website initiative : **We are exploring resource needs for bettering communications (web site etc), Jon is looking into consultants who might help us, and will bring forth a proposal to the VCI PIT team.**
4. Summer Worship Schedule – process for decision-making
 - a. **When should we make a decision on whether or not to go to one service in the summer? We have seen a significant drop in attendance (8%) since last spring. Not sure this related in any way to moving to one service last summer. Suggestion to ask congregation again how they feel about going to one service this summer. Thought: would people like a simple worship experience on another day weekly during the summer? Mission/insight information might give some direction in this. Idea: Outreach prayer, worship service – for Seniors?**
5. Future Meetings and Events:
 - a. Thursday, March 12, 7:30-9pm Ad Council Meeting
 - b. Thursday, April 9, 7:30-9pm Ad Council Meeting
 - c. Sunday, April 26 – Ad Council Town Hall Potluck , 5-7 p.m.
 - d. Thursday, May 14, 7:30-9pm Ad Council Meeting
 - e. Please hold every 2nd Thursday for possible Ad Council meeting

Closing Prayer given by Edie Wiarda

Notes compiled by Sandy Schmunk

ATTACHMENTS

Ad Council Minutes
January 9, 2020
7:30 pm, Lower Level Conf Room

In Attendance: Joy Barrett, Edie Wiarda, Rodney Gasaway, Diane Brown (guest), Jim Alford III, Sandy Schmunk, Charles Schmunk, John Seto.

Opening Prayer – Edie Wiarda

Welcomed new member at large, Jim Alford III

Reviewed Minutes from meeting of December 12, 2019. No edits to the minutes. Jim moved to approve, Charles seconded. Approved by all. Jim noted re: Town Halls – perhaps make a single service Sunday on those days, followed by the Town Hall.

Jeanne Franks asked for permission on Fundraiser for “Mikey and Me” from the Middle School Youth Group. Edie noted that we need to see if we have fundraiser policy. Joy recalled a discussion regarding not having too many at the same time. Decided to just act on this one fundraiser tonight. Joy moved we approve, Rodney seconded. All approved.

CFUMC’s Path for Discernment and Decision-Making Regarding Issues Related to Human Sexuality and Our Place in a (Likely) Restructured Denomination.

- f. Brief Background/Overview – Edie
Recently announced in National News: Compromise agreement which was released from the Council of Bishops office. Broad range of parties involved. Seems like everyone has something to gain. None of this is official legislation. No guarantees of it passing as presented. The UM church is a group of corporate entities (Annual Conferences) that own church property. In this agreement it looks like the “Traditionalists” would form their own alliance or denomination. The rest would stay as the United Methodist Church. The agreement allows for the remaining UMC to have another General Conference soon, where it would have the ability to make changes in the Book of Discipline, especially related to same-sex marriage and ordination of Gay pastors. Churches do not have to vote to stay United Methodist, but can vote to leave and be allowed to take property with them. Decisions to leave and join the new denomination would need to be made by churches by Dec 2024. This is one plan out of at least 10 plans that have been proposed to come before the General Conference. There has been a huge amount of positive response and some negative response to this idea. Joy noted this is not the first time the Methodist Church has split (many incarnations throughout its history). Cause for concern: It is not good at this time to make prognostic statements about what we think will happen.
- g. Reviewed list suggested by Edie Wiarda of issues for consideration related to Human Sexuality and our own future place in the Denomination. These are for possible consideration over the next several months:
 - i. What does the congregation need to hear from us now?

- ii. What actions/decisions should Ad Council make under its own authority? What decisions should devolve to congregational vote?
 - iii. Is there benefit to a congregational survey or “straw poll?”
 - iv. In what ways has the denominational turmoil been holding us back? What clarity or actions would get us “unstuck?”
 - v. Timing/Speed -- What actions, if any, are needed during 2020? Before Gen Conference (May)?
 - vi. What is our attitude toward staying within the letter of the Book of Discipline, vs some measure of “ecclesial disobedience?”
 - vii. What can we do to minimize pain and disruption?
- h. Discussion of whether there should be additions to the above list of issues.
- Have we seen a change in finances or attendance related to the disruption of this issue? We saw a dip in non-pledge (plate) giving in the summer but this has rebounded. We know of some people who have said they just can’t keep coming because of the stance the larger church has taken. We know of at least 3 couples/families that have left because they feel this church is too progressive. Some other people have come. We need to keep an eye on this.
 - Concern that our pastor has stated personal thought on God’s inclusive love for all persons yet the leadership of the church has not made definitive statements in support.

Presentation by Edie Wiarda of a list of examples of actions taken by other churches.

- Offer activities to help with congregational and personal discernment
- Do a congregational survey or “straw poll”
- Develop an internal / congregational statement of policy intent
- Implement new policies
- Develop public-facing statements of LGBTQ support (welcome statement, rainbow banner, etc.)
- Develop public statements of policy intent or actions
- Become involved with Reconciling Ministries Network (discernment / education / advocacy)
- Focused prayer efforts, either as part of discernment or advocacy.

Discussion:

- What might we want to intentionally put on the calendar, and in communications before and after the May conference?
 Comment: We as a church should move towards being leaders in how we think our church should move forward
 Comment: I think we are losing people on both sides because we have not taken a stance. If we do something like put out a rainbow flag we need to be prepared for what comes from that.

Suggestion: Make a statement that reads something like: “We are very hopeful about what we see in this proposal. Anything that comes out of General Conference

that promotes full inclusion of all persons in the life of the United Methodist Church seems to be in accordance with God's Love. We believe this is a direction that is compatible with where our congregation is leading."

Note new language proposed for the General Conference regarding the United Methodist Social Principal, related to homosexuality.

Comment: We need to be very careful about wording statements that assume all in the congregation agree.

Discussion held regarding doing a poll of the congregation related to this issue. Comments that these are highly personal feelings and decisions. Not everyone wants to note where they stand. Things are rapidly changing so no decisions can be made at this time. Simply determining percentages of where people stand does not show us where God would have us go. Is this about majority rules? Leaders need to discern and lead.

Decision: Edie will draft a statement based on our comments/discussion to be made to the congregation January 19th, which coincides with Martin Luther King Day. She will email this to Ad Council members for comments regarding wording and content. Also, set up some learning, conversation times (early Feb., late April?) for the congregation to gather and digest what is likely to come before the General Conference.

Suggestion: invite parents of LBGQT children in our church to start a dialogue and, be involved as this congregation moves forward related to these issues.

Suggestion: Set up some "watch times" where people can gather to see/hear live what is happening at General Conference, as well as times for prayer.

Town Hall: The Material Girls are excited about being a part of the program in February.

Future Meetings and Events:

- i. Saturday, January 25, 10 am-2 pm—Ministry Audit Retreat (Lunch Provided!)
- j. Thursday, February 13, 7:30-9 pm – Ad Council Meeting
- k. Sunday, February 9, 5-7 pm – Town Hall Potluck [Material Girls Ministry]
- l. Sunday, April 26 – Town Hall Meeting
- m. Please hold every 2nd Thursday for possible Ad Council meetings.

Closing Prayer – Sandy Schmunk

Notes by Sandy Schmunk

BIG PICTURE ISSUES – CONTINUING DISCUSSION ON GAY CLERGY & MARRIAGE, LGBTQIA+ WELCOME

1. Considerations for Ad Council:
 - What does the congregation need to hear from us now?
 - What actions/decisions should Ad Council make under its own authority? What decisions should devolve to congregational vote?
 - Is there benefit to a congregational survey or “straw poll?”
 - In what ways has the denominational turmoil been holding us back? What clarity or actions would get us “unstuck?”
 - Timing/Speed -- What actions, if any, are needed during 2020? Before Gen Conference (May)?
 - What is our attitude toward staying within the letter of the Book of Discipline, vs some measure of “ecclesial disobedience?”
 - What can we do to minimize pain and disruption?

2. Examples of actions taken by other congregations:
 - Offer activities to help with congregational and personal discernment
 - Do a congregational survey or “straw poll”
 - Develop an internal / congregational statement of policy intent
 - Implement new policies -- e.g., allow same-sex marriages to be performed in our building
 - Develop public-facing statements of LGBTQ support (welcome statement, rainbow banner, etc.)
 - Join Reconciling Network (discernment / education / advocacy)
 - Issue public statements on CFUMC policy intent and actions
 - Focused prayer efforts, either as part of discernment or advocacy.

BIG PICTURE ISSUES – OBJECTIVES

Brainstormed List as of 12/19/2019 (**With additions as of 2/13/2020**):

1. Clarify our policy aspirations regarding LGBTQ marriage and ordination and consider adopting a public statement that explicitly welcomes LGBTQ visitors and members. These objectives must be pursued with broad congregational input.
 - **New: is this part of a larger need to clarify and publicly declare our theological stance?**

2. Identify target demographic groups based on MissionInsite and implement changes to worship, hospitality, and outreach as appropriate to their needs [with VCM’s PIT team]
 - **New: Focus on Elderly (with potential for multi-generational mentoring)**
 - **New: Revamped 11am service and/or new service not on Sun am**
 - **New: One other new focus demographic; can new service also address them?**

3. **New: Launch a marketing effort – build community awareness of who we are. Possibilities:**
 - **Ads**
 - **Publicity for our Local Mission Tithe efforts**
 - **Publicity for new worship launch**
 - **Publicity for LGBTQ policies / declarations, if any**

- **Bridge Events (per VCM prescriptions)**
 - **Speaker Series (analogous to Music Series)**
4. Implement an ongoing method for identifying spiritual gifts and connecting volunteers with opportunities for service that use those gifts and meet program needs (or delegate this task – Nominations and Leadership Development Team?) [Retreat generated some ideas here]
 5. Solicit proposals for the use of the sanctuary renovation capital campaign tithe from community partners and disperse the money [This is on Finance agenda]
 6. Support the administration of more events focused on intergenerational fun and fellowship [e.g., Game Night]
 7. Support the administration of ongoing small groups for building community and spiritual connection [“All-Church” Lenten Study]
 8. Support the administration of active mission efforts recommended by the Outreach Ministries Team [Local Mission Tithe Proposal, Lenten Study, Rev Rodney & Mission Team]
 - 9. New: Improve Safe Sanctuaries policy and/or compliance**
 - 10. New: Support to Food Ministries to ease volunteer stresses and constraints**

Notes on Ad Council / Staff Ministry Audit Retreat,
January 25, 2020

The group agreed to modify the previously-approved Ministry Audit Process:

1. Do not attempt to “audit” the long list of 88 distinct ministries (and activities) individually. Rather, consider the main ministry areas represented by staff members’ “portfolios of responsibility.” Also consider especially large ministries that are not staff-driven: 1) Food Ministry and 2) Community Breakfast.
2. Do not attempt to measure whether or how well particular ministry areas are “aligned with our mission, vision and values.” The CFUMC mission, vision and values statements are not sufficiently actionable. We will aim instead to develop a set of concrete *objectives* during 2020. These objectives should have meaningful metrics against which ministries can be evaluated next year.
3. For this retreat, our goal will be to gather information and understanding from the staff regarding the following issues for their ministry areas:
 - a. Resource-intensity – which ministries or activities represent the biggest areas of time, effort, volunteers and money?
 - b. What is “Success”? – how to you discern whether something is going well, and is worth continuing?
 - c. Opportunities to Shift – are their areas in which we could gain by doing less of something, and switching resources to something else?
 - d. Risks / Obstacles – are there risks to continuing with a particular ministry? Are there risks that make a ministry potentially unviable or unable to continue? Are there obstacles to achieving the full potential of a particular ministry?
4. We also seek staff feedback regarding two already-identified and likely objectives for 2020:

- a. Identification of and service to particular demographic targets, aka, well-defined mission fields;
- b. Volunteer / servant development.

Retreat Notes / Summary

Ministry Area / Staff Lead	Resource-Intensive Activities	What is Success?	Opportunities for Shifting Effort & Resources	Risks / Obstacles
Missions & Adult Ed / Rodney Gassaway	Rodney's time is split between Worship Leadership, Adult Ed, and coordination / leadership of CFUMC's 3 identified Mission Priority Areas.	Participation; More and Different People; Experimentation. With Mission Priority Areas, success includes: no. of opportunities for involvement, no. of participants, did we make a difference?, visibility in the community.	Both Adult Ed and Missions are being rebuilt from being somewhat inactive; too early to suggest resource shifting at this point. Opportunity for relationship building within the Congregation, i.e., Game Night, Church Camp.	Need more people identified as teachers; Adult Ed needs more leaders than just Rodney, Joy & Max Plank.
Youth / Jeanne Franks	Conducting Youth programs; Communicating with parents, kids, mentors; Attending youth activities in the community.	Kids show up; Gaining trust; Youth knowing the Love of Christ; RELATIONSHIPS.	Intentional Youth / Elder relationships – activities, seniors as witnesses. Can we drop Nut Sales?? Deprogramming of Sunday morning to create true Sabbath for youth; More with music!	Need more proven, trustworthy, non-parent adult leaders; well-meaning but ineffective adult leaders is a risk area. JEANNE & TOM ARE THE WHOLE SHEBANG.
Children & Parents / Michelle King	Executing the Children's program (BLAST); Mystery Date has \$ costs.	Participation; "Spark"	Opportunity for outreach to families with young children.	Safe Sanctuary policy and implementation (time-consuming, discourages some volunteers, not being implemented fully and consistently – we are not in compliance with our own Policy). Lack of young children is a risk area.

Children's Music / Nolan Peterson	Children's choir/singing; Middle School Bells.	Participant numbers; sense of community. RELATIONSHIP. Note children's choir did not take off – moving toward integration of song into BLAST time.	Esp. for children, a shift is in progress away from PERFORMANCE (during worship) toward SELF-EXPRESSION and PRAISE. (This means careful selection of worship hymn at 9am on 1 st Sundays.) Opportunity for intergenerational groups.	Scheduling is difficult. Currently doing kids at 8:30am.
Hospitality & Outside Groups / Jody Croskey; Also Food Ministries	Coffee Hour; Community Breakfast; Funeral Meals. Note that MOPS and Material Girls take much facility prep time, and are not CFUMC ministries. How do we feel about that?	Participation! Note 50% at Community Breakfast are non-congregants. Carry-outs are growing (120?! Relationships!	Policy updates regarding use of kitchen may be in order. Stringent rules about Safe Serve training, for example, are overkill if we are not selling meals to the public. Is there an opportunity for partners to help??	Dayle Wright feels our ability to marshal and deliver the coffee hours and other food ministries is at risk; severely volunteer constrained. Jody serves critical stop-gap role. Policies related to training needed to run our commercial kitchen are not completely followed and may be unnecessary.
Music / Mark Loring	Worship! Design / shaping of music as expression of scripture and worship themes; Volunteer coordination	Feedback; Many people with different tastes all find meaning; Experiential; sharing and multiplying of gifts! Music as outreach!	Youth Choir is an opportunity area, but how to create the time?? Emily Kuo and Max Plank as examples of multiplication of talents	Volunteer availability! Too little calendar real estate! Very hard to schedule everyone.
Communication / Liza Gray & Jon Van Hoek, and	COMMUNICATION IS CRITICAL TO EVERYTHING!			Outdated (Win 7) computers [Note: new computers arrived on

<p>Finance / Kristy Fetyko via Edie</p> <p>Communication / Liza Gray & Jon Van Hoek, and Finance / Kristy Fetyko via Edie, cont'd</p>		<p>2/10!!]; Safe Sanctuaries Policy is a time sink and a risk area; Failure to get Endowment Policy passed as Church Conference was a let-down.</p>
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Notes / Questions:

- Consensus that there are many ideas that spring up from deciding on “target demographics.” E.g., excitement around possibilities for intergenerational ministries involving the elderly.
- MOPS and Material Girls are two large-participant ministries that are associated with our congregation, but are not “our” ministries. Is this significant? What distinguishes an “official” ministry from one that is not truly part of CFUMC? Can/should we offer ways to integrate?
- There seems to be an opportunity to integrate well-defined needs for volunteers (i.e., particular tasks or “jobs” that would genuinely support the staff), and the Spiritual Gifts Inventory effort. A desire to circle back to people with relevant opportunities for them: PASSION + INVITATION.
- With use of volunteers comes big needs for communication and training. We can’t underestimate this; else volunteers will fail and/or be a drain and not a help to staff.
- Safe Sanctuaries is a high risk area that needs remediation – perhaps a reworking of policy to be something that can be feasibly and fully implemented.
- We talked about “numbers of participants” and “relationships” being the dominant success indicators. How do we measure success with regard to “making disciples of Jesus Christ for the salvation of the world?”

VCM Outreach Ministries Team (OMT)

From report submitted to Ad Council on 12/12/2019:

With regard to the “Local Missions Tithe” account (which we understand to include roughly \$75,000), OMT recommends that Ad Council adopt a process for soliciting proposals from relevant local organizations. We suggest the following parameters:

- Require that any proposal address at least one of the three priority focus areas: Teen Mental Health, Basic Needs, and Social Isolation / Loneliness.
- Invite 2-4 local organizations to participate. Certainly this list should include the Youth Mental Health Community Collaborative and Faith in Action, as these groups were identified as key partners for 2 of our 3 priority areas. Other agencies might be included if they are identified as having interest and expertise in projects targeted at the Social Isolation and Loneliness area. We do not recommend a highly public, open competition.
- OMT is willing to draft a memo or “Request for Proposals” document for Ad Council’s review. OMT is also willing to evaluate responses, or help form an evaluation team, and make recommendations to Ad Council and the congregation.

From OMT Meeting in January:

- Group consensus that the Chelsea Senior Center should be included in the RFP distribution, along with the Youth Mental Health Community Collaborative and Faith in Action.
- The RFP should be structured to allow flexible award amounts – not “all-or-nothing”. Maybe one organization gets \$25k and another gets \$50k.
- The process should allow for discussions and give-and-take between CFUMC and the organizations.
- The purpose is to make something happen that wouldn’t otherwise happen; to be a true partner to these agencies; to have impact in at least one of our mission priority areas.

Update: As of February 2020, OMT reports that there are interesting possibilities for providing important seed money to the Youth Mental Health Collaborative. Also Faith in Action has indicated that a priority for them is in finding a solution to providing short-term, crisis housing – this is one example of an on-going need.