

# Leadership Event 10/20/19 – Full Transcript

## Examples of Religious/Spiritual Leaders

- Archbishop Curry: speaks against injustice
- Nadia Bolz Weber: inclusive; love of God
- Martin Luther King & Elijah Cummings: moral clarity
- Henri Nouwen: storytelling / spirituality
- Mother Theresa: putting others before self
- Beth Davis: beautiful music and inclusive
- Winston Churchill: unifier
- Moses: asking for help
- Hill Brown: loves God/pastoral
- Nurse Juan: serving people

## Most Exciting Ideas

- invite visitors, even the non-religious, and help them participate
- increase commitment to children and families (staffing and programming)
- combine services, perhaps 10:00
- increase Vestry and committee communications and transparency
- highlight successes; help people feel good about what we do; , i.e., Bach concert/outreach from pulpit and in announcements
- focus internally to strengthen our ability to serve externally
- Involvement – not in worship especially
- Perspicacious – other perspectives
- Help newcomers participate
- Congregation participation in program
- Activities – more opportunities to participate

## Ministry Involvement - Ideas

It is in doing ministry that we encounter God, in ourselves and in other people. Discuss and list the top two ways that you believe these groups of leaders (Congregation, Vestry & Lay Leaders, Staff, Clergy) could help lead new or existing parishioners into deeper involvement levels of ministry?

### Table 2 (there was no Table 1)

#### Congregation:

Show up - consolidate services; maybe go back to having Sunday School during a 10 a.m. service? Or Education/Breakfast time consolidation like interim events

#### Vestry & Lay Leaders:

(1) Increase communication/transparency

(2)Focus internally to strengthen ability to serve externally

Staff:

Qualifications and passion to fit the role

Clergy:

(1)Communication is key

(2)Leadership through inspiration - catch more flies with honey than vinegar; if they are on the defensive right away they will stay that way.

### **Table 3**

Congregation:

(1)Be friendly; speak to visitors

(2)Respond to needs of ministry of church

Vestry & Lay Leaders:

(1)Ask members to help (invite them)

(2)Directory of ministry opportunities

Staff:

(1)Develop relationship on personal level with members

(2)Invite members to become more involved

Clergy:

(1)Develop personal relationships with members

(2)Invite members (especially new) to become more involved

### **Table 4**

Congregation:

(1)Inviting friends, neighbors, etc. to visit GHTC, and ensuring that they have a welcoming experience during their visit and in follow up.

(2)Coordinated and ongoing efforts/programs to engage existing members in more activities/volunteer opportunities. It must be widespread and a part of our culture (i.e., visitor, note writing, calls, fewer services)

Vestry & Lay Leaders:

(1)Broader commitment from all groups, not just the leaders. Why is the work you do important to the church and its ministries?

(2)More transparency on the activities of the vestry and committees.

Staff:

(1)Interaction remains limited to committee-oriented activities. More communication and interaction is needed.

(2) Better align organizational structure to the needs of the church and its parishioners.

Clergy:

(1) More visitation of those in need.

(2) More direct involvement in the recruiting of program/activity participants (time and talent)

### **Table 5**

Congregation: Needs to know what is going on

(1) Encourage all VCU students by welcoming, feeding ministry and safe places

(2) Create and participate in Sunday School programs

Vestry & Lay Leaders: Need open elections rather than appointed

(1) Assess the needs of young adults, pre-teens, and teens and provide activities at \_\_\_\_\_ times and make it transparent

(2) Encourage VCU - and all students

Staff:

(1) Encourage VCU - all students

(2) Work with whole congregation

Clergy: Dynamic minister to lead - we need IDENTITY - what am I \_\_\_\_\_

(1) Encouraging and participation in congregational activities

(2) Outreach (visiting and calling) on old and new parishioners

### **Table 6**

Congregation:

(1) Go to one service - combined services, like a single 10:00 a.m.

(2) Extend personal invitation to join different ministries, i.e., humpers/muggers (change name); Sunday School, ushers, Altar Guild, Red Door ministry, Circles

Vestry & Lay Leaders:

(1) Elected Vestry

(2) More transparency for use of facilities

Staff:

(1) Don't shut people down

(2) Along with clergy, understand that the diminishing congregation will shrink programs, reduce capacity, and potentially close the church

Clergy:

(1) Don't shut people down

(2) Make ministry relevant and consumable for the parishioner so that congregation has a reason and motivation to attend church

## Table 7

### Congregation:

- (1) Community-Mission as a CORE. Needs to be easy for people to access - Plum Pudding, Circles, Friday soup kitchen. Follow up with one on one and ask to come to church
- (2) Ask members on the margins to help with specific tasks

### Vestry & Lay Leaders:

- (1) Ask members specifically (see #2 above) rather than Vestry and lay leaders to do themselves. Think and implement ways to bring people into church
- (2) More open communication of Vestry; put minutes on the website monthly

### Staff:

- (1) Do administrative tasks well and on time
- (2) Open and welcoming to members on the margin and new members

### Clergy:

- (1) Actively welcoming people, personal invitations to move into deeper circles
- (2) Via sermon once or twice a year address moving up the \_\_\_\_\_ from “customers” to “workers” to “owners”

## Table 8

### Congregation: One to one conversation, invitation to events - talk to everyone. Ideas:

- Groups - Small groups - Bible study, foyer groups
- Forming connections
- Picture board up in church
- New family posters

### Vestry & Lay Leaders: Ideas:

- More transparency - minutes available - go in bulletin
- Elections for Vestry members at Annual Meeting by vote by entire congregation

### Staff: Ideas:

- Suggestion box
- Introduce staff to congregation

### Clergy: Ideas:

- Aware of each committees
- Worship committee (start again)
- Breakfast with Clergy
- More interest with children
- Children's sermon
- Clergy invite to be on a committee (has more weight)
- Shepherd to our flock

## Table 9

Congregation:

(1)Part of creating a program on how we will operate

(2)Welcoming/Inclusive

- Welcoming/being engaging
- Celebrating who we are
- Participatory and interacting with each
- More listening
- Creating a playbook

Vestry & Lay Leaders:

Thinking outside the box; willing to reach out and be inclusive; willingness to listen' recruiting and grooming; inviting; growing lay leaders - use as a measurement of success

Staff:

Right sizing roles and responsibilities; well supported; catalyst role and engaged with members; learning what we need

Clergy:

Vulnerable; building our \_\_\_\_\_ and complimentary staff; embrace the entire congregation; transparent

## Table 10

What's in it for me?

Congregation:

(1)Town Hall forums to engage people in things that interest them

(2)Take accountability to find a place (specific to ministry) to engage - it's on us

Vestry & Lay Leaders:

(1)Communication on routine basis that includes activities and outcomes (why we do what we do; what's the value)

(2)Outreach on individual basis to invite people to do/engage

Staff:

(1)Avoid "doer" burnout - avoid the same people being asked

(2)Encourage volunteerism - take people "one step forward" on the spectrum

Clergy:

(1)Making the connection between gospel and how it's lived x10

(2)Highlight "successes" from the altar - make people feel good about what they do

Other ideas:

- Create “Did you know about GHTC” to give out at the parking events - Thanks for parking here, your donation supports xyz, please come back again soon - we’re open every Sunday @ \_\_\_\_ ; Could be funny, quirky, an uplifting quote; “Captive audience” outreach - it’s passive and perfect for Episcopalians - ha!

### **Table 11**

Congregation:

- (1)Talk it up to other people and invite them
- (2)Attend events and encourage others to attend

Vestry & Lay Leaders, Staff, & Clergy:

- (1)Create easier opportunities for service and participation
- (2)Rethink staffing needs to strengthen child/youth participation - make programming fun

Other ideas:

- Creation of opportunity
- Outreach
- “Marketing”
- Evangelism
- Excellent programming

### **Table 12**

Congregation:

- (1)Invite - to come and to participate and follow up
- (2)Commit and show up to worship/events/S.S./breakfast

Vestry & Lay Leaders:

- (1)Personal one on one interactions with parishioners and visitors
- (2)Seeking and reaching out to other groups in a proactive manner (perspicacious)

Staff:

- (1)Flexibility
- (2)Improved communication skills (customer facing)

Clergy:

- (1)Communication to all parishioners throughout the year
- (2)Empathy

### **Table 13**

Congregation:

Ask congregation to invite friends to church - and follow through in maintaining relationships

Vestry & Lay Leaders:

Invite non-religious people to support our antipoverty effort - goal is to increase visibility

Staff:

(1) Hire more outgoing people like Barb Dodd

(2) Try to get people at VCU into service efforts (Red Door) - speak to Sarah Price

Clergy:

Clergy to be more directive in leadership style

#### **Table 14**

Congregation:

(1) Say what they want, encourage more participation

(2) Be more welcoming, help newcomers to understand/participate in service/activities

Vestry & Lay Leaders:

(1) Make the structure of the Vestry known

(2) Invite members to participate

Staff:

(1) Provide more administrative support for ministries

(2) Be more attentive to individual needs/ cross train staff

Clergy:

(1) Personal contact/personal friendship

(2) Ask for participation in activities; look for opportunities to involve people