

## Senior Minister's Report to the Board of Trustees

October 2020

While we are waiting to finalize the monitoring schedule I agreed to offer you my executive interpretation of our two priority ends for this current church year.

***Policy 1.2.4: We become a sustainable, engaged, growing Congregation comprised of all generations.***

Executive Interpretation:

I define "sustainable" as that ministry and financial giving that is sufficient to continue our staffing, plant operations and services at current levels. This includes maintaining income at or near current levels. That income may come from sources other than pledging, including but not limited to targeted fundraisers, special appeals and grants.

I define "engaged" to mean we are reaching at least half of our active congregation through worship once or more a month, that our pastoral care ministry touches up to 20% of our congregation and that our outreach involve at least 30% of our active congregation. Engaged also means we are at least retaining our current number of children and youth, currently approximately 45.

I define "growing" to mean we are reaching three or more new people each month who are attending our services and other programming. Growing also means adding at least two new members every month. I will provide a baseline of these numbers in my November report. Obviously, we want to maintain and grow our young families. This should be reflected in the number of newcomers who are using our programs. We are more likely to see newcomer families at the outreach events we have currently underway. Growing also means adding new programming such as we have been doing with the Soul Matters Sharing Circles and Racial Justice Council.

We will know we are making progress towards this end if we are maintaining current giving, reaching out to our wider community and growing the number of people who are participating in our ministry.

***Policy 1.3.3: We live out our commitment to promoting social justice causes, especially racial justice and gender equity.***

Executive Interpretation:

I interpret "our commitment" to mean that at least half our congregation is promoting social justice causes in any form. I define "racial justice" to mean any work we do towards being actively anti-racist in our worship, governance, faith formation, pastoral care and social justice. We will be effectively working towards racial justice if we are educating over half of our congregation on their implicit bias and effectively partnering with social justice organizations led by people of color. We will be further effective in our racial justice work if we are actively supporting advocacy at the local and state level.

We will be effectively promoting "gender equity" if our Gender Equity Team furthers its plan to participate with the congregation in a right relations covenant revision which includes gender equity concerns. We will also be effectively promoting gender equity if we have three or more transgender people actively participating in our congregation.

Obviously, these interpretations are open for discussion. I hope to provide both baseline data and proposed metrics for the Board at their November meeting.

Thank you for your consideration and your leadership.

Respectfully Submitted, Rev. Dr. John Morehouse