

# *AINSWORTH UNITED CHURCH OF CHRIST*

July 16, 2017

TO: Ainsworth UCC Church Congregation

FROM: Jubilee Visioning Team

RE: Proposal for next steps

Greetings and blessings.

## Congregational Comments:

Our team has compiled a summary of all the input that we have received from the congregation. These include the notes from the all church gathering at Concordia University, the online and written survey responses, and the summary of small group discussions on specific topic areas. They are included in this packet.

There was specific feedback related to: Building/Property Use, Communications, Faith Formation, Justice, Leadership, Membership, Ministry, Service, and Worship. Included in these areas are things currently done well, areas for improvement, and other suggestions. This information should be reviewed and used by the council, commissions/teams, and other leadership of the church to guide future planning and decision making.

A common theme we heard was that Ainsworth UCC must boldly claim its inter-racial history and identity. With that in mind, we strongly recommend that our mission statement articulate our values and commitment to justice, inclusion, and equity. In addition, we recommend that the Council and all Teams incorporate these values in their composition and ongoing work.

## Recommendations:

Based on all the input that we have received from the congregation, we offer the following three specific recommendations, revisions, and a proposed timeline. An organizational diagram and a summary of input received from the congregation to guide the council and commissions/teams in the future are also included in this packet.

### **1. Review and Revise AUCC Mission Statement:**

Recommend that the Moderator appoint a small task force (3-4) made up of Council and Jubilee Team members to consider revisions to the current mission statement. Mission Statement should include words that boldly express Ainsworth's values of justice, inclusion, and equity. Input that has been collected, including some provocative words that the Jubilee Team brought forth through a brainstorming process are available for background information. Please see timeline below for this task.

## 2. **Revise structure and function of the Church Council:**

- Council of thirteen persons
- Council membership should be made up of persons of different racial backgrounds, genders, gender identities, ages, years as members.
- Recruited by AUCC Nominating Committee (Note: Nominating Committee continues to be elected by and accountable to the Congregation.
- Elected by the Congregation
- Membership of Council includes Moderator, Vice-Moderator, Clerk, Treasurer, and nine persons at large.
- Required to be a member of Ainsworth UCC
- Two-year terms with maximum of two terms (total of four years)  
Must take at least one term (2-years) off before being considered for election to council again, but may serve on a team.
- Council makes all oversight and policy decisions as guided by the Congregation; takes actions needed between congregational meetings.
- Council Members serve as liaison to Ministry Teams
  - Moderator works with all teams as needed; not specifically assigned to a team.
  - Vice-Moderator is liaison to Personnel/Pastoral Relations Team
  - Clerk is liaison to Communications and Technology Team
  - Treasurer is liaison to Finance Team
  - Two at-large members are liaison to each of the other teams (one-year rotation)
  - Council members keep communication between Teams and Council flowing; bringing recommendations for action back and forth.

## 3. **Revise structure and function of commissions.**

- Change name from commissions to ministry teams.
- Team members are recruited through an annual time and talent campaign to be conducted in the spring of each year (NOT elected);
- Teams are formed by Moderator with assistance from Council.
- Terms of service begin in September of each year.
- Terms are one-year with possibility of annual renewal Membership (number of people on each team) expanded as needed.
- Not required to be official members of Ainsworth UCC
- Liaisons to Teams are members of the Council and appointed by the Moderator with consideration for his/her gifts and passions. These liaisons are not necessarily the team leaders, but should provide added consistency across years.
- Teams can break into smaller working groups as tasks are established, but are accountable to whole team. (i.e., there may be sub-groups of people that fulfill the larger mission of the team who do not necessarily meet with the larger team but are at the direction of that team, such as Ushers, Sunday School Teachers, and Liturgists being subgroups that fall under the Faith Formation team. In other words, members of the Faith Formation team ensure that there are groups of people that fill these roles.

- Create a communications/technology team that sets an overall annual action plan for what needs to be done using the suggestions from the Jubilee Visioning process and any additional assessment.
- Teams (listed in alphabetical order)
  - Communications/Technology: (Clerk as Council Liaison)  
Persons with passion, expertise, and experience in communications. Oversight and quality control of website, Facebook page, monthly newsletter, weekly messages, technology needs, marketing, signage, etc.
  - Community Ministries/Partnerships (Two at-large members as Council Liaison)  
Ecumenical and interfaith relationships; outreach to community organizations and partners; recruiting volunteers to serve as liaisons/involvement with community partners; financial support of justice/service activities outside of congregation.
  - Congregational Life: (Two at-large members as Council Liaison)  
Overall organizational health of the congregation. Fellowship opportunities and events within the congregation; welcoming hospitality including greeters, name tags; inviting new members to visit or join Ainsworth; support groups such as Mental Health Ministries.
  - Facilities: (Two at-large members as Council Liaison)  
Oversight of all properties: including buildings and grounds; repair and maintenance needs; property management of leases; ensure Accessibility to All. Work with communications team on signage.
  - Faith Formation: (Two at-large members as Council Liaison)  
Worship development and support such as ushers, liturgists, altar space, flowers, communication needs (microphones, etc.), communion. Educational programs for children, youth, and adults.
  - Finance (Treasurer as Council Liaison)  
Preparation of annual budget preparation in collaboration with Council and Ministry Teams. Oversight of budget reporting and accountability; endowments and investments; annual stewardship campaign. All fund-raising events and activities requests would come to this team to better coordinate scheduling, purpose, planning.
  - Personnel/Pastoral Relations (Vice Moderator as Council Liaison)  
Small working group of three. Members are made up of the following: Vice Moderator, one individual appointed by Pastor, and one member elected by congregation to this team. Role: supports pastoral leadership and ensures that

personnel policies are current and implemented in accordance with legal requirements and best practices, including staffing design and salary recommendations.

- A Specific Note on Justice: The Jubilee Team found in reviewing the data collected as part of the visioning process that Justice is a pillar of AUCC and should be embodied in the framework of all that we do. As such, the data suggested that having Justice embodied in all areas rather than by a single group, team, or commission is a necessary next step. It is important that the Justice work continues and as such all teams should operate from a justice based lens to the greatest extent possible. There are three ways to get involved: education, public action (showing up), and public policy change (advocacy). Task forces that focus on passions that people of the congregation have is recommended. It is further recommended that the Community Ministries Team serves as a coordinating body for these focus groups and helps them to coordinate justice activities related to community opportunities and advocacy on specific topics. Community Ministries and Faith Formation should work together to provide justice-related educational opportunities for the congregation that are open to and advertised to the Portland area community at large.

#### Proposed Timeline:

July 11, 2017	Council considers plan for presentation and proposed endorsement to the Congregation (Jubilee Team attends council meeting)
July 16, 2017	Presentation to Congregational Meeting
July 17-31, 2017	Congregation Feedback (through electronic and/or written comments)
August 1, 2017	Bylaws Revisions Task Force appointed by Moderator
Mid-August, 2017	Council and Jubilee Team meet in a work session to refine proposal and recommend proposed revisions to the Mission Statement and Bylaws.
Mid-August 2017	Mission Statement Task Force Members Appointed by Moderator
September 18, 2017	Bylaws Revisions Distributed to Congregation (in accordance with Bylaw Rules)
October 22, 2017	Proposal to Congregation (If approved, the Council takes the necessary steps to implement)

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