

LSPT Report for Monday, August 24th meeting at 4 PM

The Leadership Succession Planning Team met by Zoom with all members participating. Following check-in, Char Tarashanti, Dennis Spurlin, Dora Harrison, Jeremy Young, Lisa Skow, Paul Beier, and Theresa deBoer addressed three questions.

- What should the LSPT do to reestablish a committee for congregational vitality?
- What should the purpose and responsibilities be for the LSPT in a socially distanced environment?
- What next steps should the LSPT take to facilitate an ongoing discussion with our current limitations?

What should the LSPT do to reestablish a committee for congregational vitality?

Dennis – A committee with the primary mission of maintaining congregational vitality and managing the process of adding new Beacon members is needed, especially at this time.

Lisa – Asked if posting flyers in public places would increase membership.

Paul – Requested clarification of the question.

Dennis – Provided background: The currently chartered “Membership Committee” was previously the “Congregational Vitality Team.” The focus changed to membership growth with less emphasis on congregational vitality. The chair of the Membership Committee is no longer a Beacon member and the committee has dissolved. Shouldn’t the LSPT do something to restore the Congregational Vitality Team/Membership Team?

Theresa – Added that: The LSPT once started expanding leadership programs but was overshadowed by the building project.

Char – Would like to see more vitality with the members we do have at Beacon. Before we focus on getting new members we should “spread the fun around involved with leadership.” There is too much done by too few members.

Theresa – It is hard to get everyone involved when we are not meeting. Rev Robin has started an informal Caring Connections committee to engage members. But we can’t really focus on getting new members at this time. We need to engage current members first.

Jeremy – Agrees that attracting new members may not be possible at this time. Also agrees that too much is done by too few. He suggests rightsizing what needs to be done. We need to consider what is a reasonable level of participation given

resources, make a list of what can reasonably be done, and provide a list of described openings for leadership positions to cover gaps.

Dora – Led the Congregational Vitality Team before it became the Membership Committee and Paul still does the Circle Suppers. She believes the Congregational Vitality is the key team as far as internal organization goes. The Social Justice Allies are also important with an external organizational connection. The Caring Connections are a good first step toward membership vitality.

Char – Asked: What are the members of the congregation actually interested in? Char observed that Beacon members are interested in social things and working on projects with a social aspect. That and social justice seems to be the main attraction. Beacon shows little interests in retreats and classes for spiritual development.

Jeremy – Suggests classifying committee functions by needs rather than wants. We need to focus on what can be done.

Paul – To further clarify this issue, stated that we are not going to be the Congregational Vitality Team, but we need to recruit a Congregational Vitality Team. Unrealistic to recruit new members but should not close the door on that thought. Perhaps innovation can provide a solution for increasing membership.

What should the purpose and responsibilities be for the LSPT in a socially distanced environment?

Dennis – In the interest of saving time, he proposed drafting changes to the LSPT charter to send to members of the LSPT for their review and eventual submission to the Board for approval.

What next steps should the LSPT take to facilitate an ongoing discussion with our current limitations?

Dennis – Noted that Paul has offered to use his professional version of Zoom for LSPT meetings. Email provides organizational and search features not available with text messages but can still be hard to find what you are looking for. Slack is an online collaboration tool that provides a common location for communication and uploaded documents. Hopefully, we will at least be able to meet socially distanced in the backyard soon.

Dora – Never got the hang of using Slack.

Paul – Votes for a socially distanced backyard meeting. Only if everyone feels okay with doing it.

Dennis – Doodle polls for backyard meetings can determine if we are all okay with it.

Char - The weather may permit backyard meetings for the next few months, but Zoom is probably better for the long term.

Jeremy – Not in favor of indoor meetings.

Dennis – It looks like we will need to continue our discussions with email until we need to meet again by Zoom or socially distanced backyard gathering.

Summary

- The LSPT should have the responsibility for developing leadership for congregational vitality and recruiting new members.
https://www.beaconuu.com/wp-content/uploads/2020/04/5-1.-Beacon-Bylaws_20190609.pdf
- The LSPT should amend the LSPT charter to include responsibilities for developing leaders for committees when needed.
https://www.beaconuu.com/wp-content/uploads/2018/06/3_10_-_Leadership-Succession-Planning-Team-Charter.pdf
- The LSPT will meet either socially distanced outdoor or by Zoom as needed provided that all LSPT members concur. Collaboration between meetings will be my email.