

**Indiana-Kentucky Conference
Re-Visioning Retreat
July 13-14, 2007
Table Discernment Groups**

**Brainstorming what a post-modern conference would look like
programmatically, structurally, staffing and finance.**

Section III, Part 1

1. What are the six most essential roles/ministries of the Conference?

- Communication – national, regional, local
- Conflict resolution
- Annual Meeting and general business
- New church starts
- All clergy care (accreditation, misconduct, search & call, development)
- Youth ministries and camps
- *****
- Communication – between associations and with local churches
 - A. Act as a network system between churches, to local churches and associations.
 - B. Be more active at the local church level.
 - C. Denomination Tradition
 - D. Ecumenical
- Congregational Nurture & Relationship – all list on page plus
Spend more time nurturing the congregations of the local churches as a whole (not just focusing on the pastor)/(move away from the pastor center model) to build a stronger relationship with the churches to the Conference/UCC as a whole.
- Denominational – all listed
- Embodiment with the Tradition
- Order of ministry oversight – also be more welcoming and embracing to quickly educate? – (couldn't read this word) new ministries out side of UCC as well
- Ministry – all listed
Offer classes to new ministers out side of UCC which have been called to a UCC church quarterly to embrace them and assist to bring in to the family as a welcome member instead of putting up some many barriers and long time frames.
- Denominational Partnership
- *****
- (In random order)
- Business and administration
- Pastoral search
- Continuing education for clergy/layman
- Ecumenical networking
- New church starts
- Managing major crisis situations (as referred)
- *****
- Search process for pastors
- Put out fires – trouble shooting, conflict, personnel issues
- Enable, assist and support pastors
- Mentoring/coaching new pastors
- Provide, suggest resource persons for materials, media, programming

- Merom Camp Conference – Youth Ministry Staff
- *****
- Becoming an internet resource in order to connect with younger generations – access to resources, other churches, etc.
- Coordinate (intermediary) regional, national, ecumenical and denominational representation, intra conference coordination, share best practices, news, changes (mid-month mailings, book keeping of funds, membership, etc.)
- Youth, Young adult camp ministries, Merom, etc.
- New church starts
- Our link to the great world mission field – Sri Lanka, other social justices issues
- Present for anniversary, installation, ordination, guest preaching, etc.
- *****
- Finances for Conference and National
- Visioning and leadership (change structure of Conference)
- Administration and record keeping
- Conflict management/clergy misconduct
- Promote networking and communication
- Linkage to national church
- *****
- Conference Minister who celebrates and loves Christ’s ministry
- Pastor to the pastors
- New church starts and evangelism
- Management/Administration
- Communication – relationship/sharing between churches
- Inspiration, evaluation and sensitivity to the local church
- *****
- Resources to ministers/congregations/giving endowments
- Search & call
- Ministry oversight/conflict resolution
- Youth/young adult/children ministries (Young Ambassadors)
- New church start support
- Pastoral care
- *****
- Search and call process
- Denominational relationship (national church)/(communication, OCWM, identity, polity)
- Congregational relationships (local church)
- Conference Minister/ACM staff to nurture pastors and congregations
- Keeper of the covenant (governance)
- Resources and programming (Merom, retreats, CTS events)
- *****
- More communication between conference and association committees
- Empower associations for shared ministries
- Be extending prophetic challengers to churches
- Stewardship and outreach
- Support the ministries of the ministers in the church
- Handling misconduct cases
- *****
- Search and call (cooperating more with association Committee on Ministry)
- New church starts

- Facilitate sharing between association/ecumenical/denomination – communications facilitating networking
- Missions – extending our mission reach
- Christian camping program – Young Ambassadors
- Record keeping – back up Committee on Ministry record/Conference Directory

Note: We brainstormed first then we began to focus and choose.

- Inclusiveness – conference needs to model “inclusiveness” to the churches
- Search and call (with a role not the only role)/clergy and church conflict/sexual misconduct
- Manage mission only conference can do/focus on particular societal issue as mission – to be made into long term goal
- Church camping program (camping/retreats/Young Ambassadors)
- Information dissemination – embracing technology

Note: These five are not in any particular order.

Additional comments:

- Ecumenical relationships
- Empowerment – empowering congregations
- Anxiety management
- Financial/administrative role “switching station”
- Interpretation “linking” – mission, finances
- Clergy/church conflict
- Sexual misconduct

- Programming/Administrative
- Stewardship/Finance
- Missions
- Communication
- Fellowship opportunities
- Training (Boundary, Leadership)

- New church starts
- Congregational nurture and relationship
- Missions/programs we can’t do by ourselves
(i.e. – camp, work camps, Young Ambassadors, relationship to wider church)
- Communications – to better let congregations know what’s going on – both good and messy (i.e. – ministries, missions, money)
- Resourcing – thru networking, coaching and brokering (that invites/encourages fellowship – not just one church at a time (*see footnote))
- Clergy nurture and support

*need to take advantage of technology – younger generation connects thru internet – share confirmation, stewardship, etc. this way

- Search and call – interim ministers
- Congregational relationship (conflict mod)
- Equip congregations to train selves (i.e. Mission interpreters)
- Pastoral care
- New church starts
- Camping programs
- Blog – what practices are helping your church?

- Placement/search and call facilitation
- Provide connective tissue between local churches for community, mission and relationship building
- Bookkeeping for funds
- Facilitate communication among local networks including being a resource “center” to suggest/recommend consultants/coaches
- Provide organization for adult/children programming (i.e. camp)
- Cultivate congregational renewal and start new churches

- Be visionaries
- Effective stewards of time, money and effort
- Be a resource for curriculum materials; an exchange post for robes, hymnals, etc.
- Pastoral support
- Youth ministries (i.e. camp, Young Ambassadors, NYE, etc.)
- Mission – locally, national, globally

Thoughts at large:

How do we engage in the wider ministries?

Only essential is the ministry of oversight.

Conference needs to be the Google search engine for the individual charges.

Put your money where your mouth is...let churches and groups of churches pay for what they need.

Do more on-line. We don't need to sit in the same room to do stuff.

Make it OK to go to places like the Center for Congregations.

- Facilitators other than managers
- Put churches in to clusters so no one congregation is all alone.
- As much as possible, let associations do the work of the Conference
- Now: Conference – the office, the staff, the Annual Meeting
- The Keepers of the “Vision,” the inspiration to faithful living, the spiritual force in the Conference.
- The Pastor of the Pastors, and not just when there is a problem.
- Support leadership that is not local church pastors
- Fill up the “institution of the Conference” and let churches use their “remnant” of the builders to empower the busters.
- Help churches to assess their situation, then let them “fix” it themselves.

- Tie that binds in faith and mission
- Clergy search, certification, assist with call
- Networking and communication
- Relationship to wider church
- Camping/mission trips
- Sharing human gifts

2. What six traditional roles/ministries of the Conference can better be done by someone else or in another way?

- Mission – money collection and distribution (do directly)
- Merom (must become self-sufficient)
- Resource Center (electronic and other resources available)
- Visitation (use Deans)
- Programming (better done more locally)

- Manufacturer relationships – through the dean structure with focus on relationship building, networking and c-backing (? *Could not read previous word*) – (not pastor consulting)
- Deans meet with the local churches on a quarterly basis (be a team player – not just to report state of the Conference but network/coach) Role congregational nurture and relationship
- Pastor mentoring and pastor care done more at a peer level through association level unless deeper conflict resolution is needed
- Find people within the Conference as a whole to assist with different functions for the local church (i.e. strategic planning, fund-raising). Use talents of local church individuals for different churches throughout the Conference.

- Deans – we aren't comfortable with the title but agree with the concept
- Application/introduction of technology
- Clearing house to make information/resources more available
- More local community partnerships
- Efficiency evaluation to streamline the business "stuff"
- Rally for awareness-fun-hospitality that instills pride in who we are as "UCC"ers

- Mentoring can be done better on local basis
- Improve communication through electronic means (text message, blogs, tele-conferences)
- Eliminate need for conference leaders to have to have a presence in all committee meetings
- If the deans role could be implemented, than that person could provide resources on more a local/regional prospective and in a timely manner
- The old German E&R structure doesn't fit anymore. Therefore, we need an awareness and re-examination of the processes in place to make sure they facilitate openness to diverse culture locally and regionally.

- Mediation might be better directed to association committees on worship and ministry
- Relationship building between association UCC churches – this needs to be done by the local churches themselves
- Relationship building between local mainline denomination churches – ecumenical work
- Can associations take more of a role in fellowship constituency programming?
- Dean program – retired clergy – give travel expenses, stipend to share the message, coach, etc; help us with vitality, mentors to younger pastors, be association "captains" to organize association activities etc.
- Need to develop a mentoring program for new ministers – new to conference as well as new to ministry – maybe dean program

- Programming/resources
- Search and call
- Missions
- Christian Education programming
- Educate congregations of covenant and polity

- Stronger association meetings
- Deans
- Committee on Ministries – more as pastor's pastor
- Pastors more committed to Christ and the UCC
- Staff emphasis change – i.e. staff to work only with church growth – new church starts – evangelism

- More involvement of laity/lay ministers (to educate local congregations that the Conference serves them, not vice versa)

- Pulpit supply
- Financial oversight/outside advisor
- Annual Meeting at a church
- Send more things from email – let me choose email or small mail
- Reduce overlap of committee work
- Internal audit of existing processes/goals

- Communications
- Regional missions
- Conflict mediation
- Ecumenical relationships/programming
- Revamp committee structure (have functional task forces)

- Embodiment of the Tradition
- Nurture and deepen association relationships within the association for the purpose of inspiration, networking and resourcing
- Decrease the expectation of the automatic presence of conference staff at official local functions; have association officers fill that function

- Fellowship – Association
- Pastoral care – Association
 - *Develop sharing/programming regions where associations cooperating
- OCWM allocation – congregations
- Trouble shooting – associations and/or regions special task forces
- Youth program – regional/association
- Resourcing education – regional

- Search and call duties shared by others who could help consult at the local level
- Share functions with Disciples (P.I.E. model); help identify others who can help
- Conference Resource (people) Center (specific to IKC)
 - Internet link to Center for Congregations
- Instructional Technologist staff person
- Coordinate networking efforts throughout the church (i.e. entrepreneurs, marketing folks)
- Empowering associations to do more of the role of the Conference
- Regional educators – regional seminary
- Continue to explore “Deans” idea – relationship with churches and pastors (not visits or installations)

- Conflict resolution
- Communication (email/web-based)

- Denominational partnership redundancy from conference and national

Note: These questions don’t seem to be useful in helping us think beyond hub mentality

What would the Conference look like as a missional institution?

- Return from management back to being evangelist/church planters
- Use technology more efficiently and ___?___ up staff and volunteers to do mission and ministry

- Need to focus Vision & Relationships for a time – may need to let go of some Program and Management

- Congregations take training and equip self
- Association Newsletter/Website – association shapes website tools of training – to help people
- Away - % of OCWM to associations
- Power to delegate tasks to local churches, associations - can't read ? or individual churches (such as Sri Lanka ministry)

- Conflict mediation
- Generating/identifying mission
- Clergy misconduct – but can't read word? on liability and accountability?
- Fundraising
- Programming and Christian Ed and above and others

- Outside group (others) responding to crises
 - professionals
 - trained laity
- Conflict resolution on Crisis Team
- Viable, exciting, creative Youth Ministry Board – staffed by YOUTH – led by dynamic, “people-person,” exciting leader
- Better handling of curriculum and resource material – how many know what’s available
- Are the ACM’s cost effective? Could local associations look into “deans” to support ACM’s

- Conflict mediation – broker it out to places like the Samaritan Center (Ft. Wayne) or the Lombard group
- Fundraising – let the association do it
- Programming – let those who received it take the leadership – associations, clusters, networks
- Consider all of the churches to be the Conference, not just the Indy staff
- Change the Annual Meeting to more of a gathering of the family – and maybe have more than one during the year
- Associations need more structure than the Committee on Ministry

- Mediating conflict (can be better done)
- Clergy nurture (can be better done)
- Stewardship/fundraising (can be better done)
- Relationships to churches – “Deans”

3. What six traditional roles/ministries of the Conference no longer need to be done?

- Programming – church and association level resources are available
- Mission – can be done at local level and work together among churches and association within the different associations
- Fellowship constituency program
 - let “Merom” be independent of Conference but maintain close relationship and partnership
 - Youth ministry – with exception of “Young Ambassadors” program – low attendance with youth activities – better use of resources
- Examine governance and office management for streamlining process

- And if all else fails – revision process ☺

Barrier:

1. Churches have no reason to gather together as a family – only function of association is the Committee on Ministry
2. Stagnant association – or loss of associations all together – need to re-boundary assessment
3. Can not build mission until you build the churches
4. Can not come together because we don't even know who we are and have lost our connectionness

- Decrease “windshield ministry” via conference calls and other technology
- Do we need an annual meeting each year/

- We figure they have already reduced and streamlined their jobs – therefore could not think of anything – assuming this has already been taken care out

- Care giving/chaplaincy role moves to associations
- Meetings, meetings, meetings – does a staff person need to attend every meeting – CUE Board, association meetings, conference planning sub-committees (Annual Planning Committee) – can we establish key folks on the committees to report back and be liaisons – our group felt it was more important for conference staff to visit our churches on a regular basis (guest preachers, sharing news, mission, etc., potluck) and establish a rapport rather than coming only at a time crisis or need

- Men's, women's, ethnic group constituency programming
- Campus ministries
- Reminded of losses (move on!)

- Eliminate resolutions
- Various committees – eliminate non-functioning ones – re-evaluate job descriptions for the committees and then we can combine to make better use of people's time and effort
- Cut down on number of meetings – utilize email and conference calls more, especially for notification
- Mid-month mailings – do more by email, etc.
- Eliminate some of business meetings at annual meeting to create more time for learning and fellowship – many items included in business meeting could become small group experience
- Less emphasis on administration and more concentration on homeland missions

- Internal audit may reveal things to drop
- Could office space be dispersed throughout the Conference – no “central hub” office – lower rent office space
- Associations merge

- Campground management – get out of the business of owning Merom

Changes in National church ministries:

- Re-evaluate conference to national church structure – 39 conference reconfiguration

- Conference staff should not be expected to attend every committee meeting (conference and association committees)

- Deciding how OCWM is spent – congregations

- Conference staff don't have to represent conference on ecumenical and denomination committees – delegate out
- Resource center
- Pastor to the pastor
- Conference wide program activities

Comment: Several said they didn't know enough about what is being done to say what doesn't need to be done

- Current program focus that revolves around the hub, except camping program and possibly resource center
- We may need to place things more at the association level and/or
- The Conference may be called to be more of a “switching station” – a la Chip Jahn’s statement – “We are UCC at the local level”

- Standing committee structure – it is not working; problem – people so busy- again need to use technology to help us do the ministry of conference
- “Fire-fighting” – could this be done better by someone else? Need to focus on healthy congregations

- Windshield ministry

- Institutional program groups
- Conference committees
- Less top heavy governance

- The Conference Minister should not try to be so involved with each local congregation (ex: if visit each church once a year – out of office 6 months)

- Maintain the memory of the “good old days” but stop maintaining their structure
- Conference level committees
- Some other structure than Board of Directors – needs to be less bulky – leaner and meaner – again less task oriented and more vision oriented
- Give up “business” language and use spiritual language (deacons, elders, trustees)
- How can we move in to the electronic age when so many of our members aren't even on-line?
- The Busters and Millennials have money and will spend it on things they value – but they won't give to causes they don't value

Section III, Part 2

1. How can we move from a staff centered approach to a network approach?

- Staff person for spiritual life/education
- Staff for church development – new church starts
- Staff for youth – development of programs
- More empowerment of the associations
- Staff housed in Indy – to service the entire Conference for areas of new church starts, etc. and have deans at the association level to do many of jobs done by conference/association conference ministers currently
- Association level – need to take look at what we can do to help each other – youth events, Christian education events, etc., to help local members develop their skills in ministry
- Must have mutual feeling of respect in order to do any networking

- Reorganize, redistrict present associations
- Take out programs at conference level
- Create floating? loose? associations based on mission, youth, new church starts, evangelism, etc.
- Churches could get on and off board as needs change – communicate by church to church due to common causes

- Strengthen local church networking with joint mission projects
- Intentional association level fellowship: social, educational, youth-oriented
- Better electronic connection

- Updated technology
- Implement deans program
- Revisit association geographic lines (we don't know how they are now determined – number of churches, etc.?)

- Relationships must be established and have willing participants in order to begin and continue a network
- Strengthening of association “families”
- Identify roles of churches, association and staff
- Identify talents of members to make future connections
- Listing of needs and volunteer network to help
- Communication of needs
- List of staff responsibilities (current)
- Staff willing to “let go”

- Find better ways to communicate using new technologies
- Shift our understanding of responsibility and accountability for what needs to be done
- Shift responsibilities to association
- Shift resources to association
- Shift expectation to association

Associations may well decide that working with other associations (as regions) might be the best way to deliver services.

- Let go of the need to control everything...let God...
- Get on board the electronic train...you don't have to do everything on paper and in person
- “Require” new clergy to network not run as lone rangers (realizing you could mandate anything in the UCC)
- Teach (cajole, bribe, plead) local churches to take responsibility for what they want and need
- We have to focus on living our faith as a community than maintaining an organization
- Be permission giving other than obedience demanding
- Stop enabling unhealthy dysfunctional behaviors

On back of page – 1-Cont.

- Cancel the all committee meeting in August
- Every time they got a call, ask themselves who can do this, where can they do it, how do we get them on board?
- Constantly ask – who can we brokerage this issue, concern?
- Develop a list of resources that are available to do your job
- Remember the Body of Christ image – no one part can do everything

- Immediately begin encouraging and asking associations to take more responsibility
- Start planning a different kind of annual meeting
- Have the main agenda at August meeting be – what do we actually do and do we need to meet in person to do it?
- Insanity is doing the same thing over and over and expecting a different outcome
- Develop a spirited formation model for our churches so they can grow into the ownership of their faith

- Open the door for education by expanding the use of technology – churches, associations and conference
- How can we each be supportive of each other and other churches?
- Sharing information

- Build a network between churches
- Associations need to be empowered, educated and strengthened
- Face-to-face events that will engage people

- Fully implement program of deans; reporting from deans to staff ministers
- Beef up the associations involvement in areas previously done by local conferences

- Conference resource empower (able to say no) association; provide events; local churches – must do the (blank?)
- Instead of who do we pay to do this, we ask, “Who is called to do this?”
- Watch out for hour glass image – church>clergy<church
- Recognize staff power to delegate responsibilities
- “Projects” or task forces
- Congregations use tools and report back

- We need to stop calling the Conference for every little question; call other churches and ask how they are doing it
- The dean process might be an important step
- For associations like Western, it is a challenge with our small #'s, low participation, etc. – we could not be viable to stand alone in a lot of our network approach; we need some cross assistance; how do we help with size differences, rural vs. suburban, etc.
- Develop a network of “partnered(sister)” churches of similar sizes – transcend associations lines
- Transcend conference lines in some cases – can new church starts gain knowledge/experience/help from networking with others in other states
- How do we develop a support network within our pastors...mentors and mentees, etc.
- How do we develop a resource list or contact list...call Sue if you need help on evangelism...call Fred for help with church constitution/by-law items, etc. (instead of conference answering every question, have a referral list and point to sister churches...); make a resource list available on the website – FAQ’s section

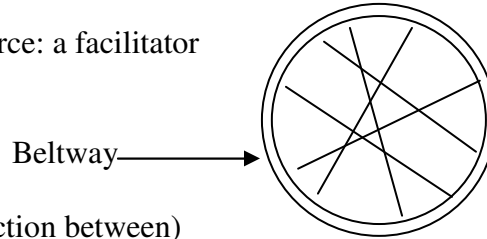
Is present staff setting up network? Do we want to move to network?

- Network coordinator
- Not to move totally toward networking; change the role of staffing to include networking function

- Conference to encourage association churches to network with each other

- Conference and associate conference ministers to minister, not do administration; staff could be more itinerant; not regionally grounded; work out of car with a laptop
- Merom Conference Center: outsource buildings to a business to manage; UCC puts on programs and facilitates camping/retreat programs; rent out to others when UCC is not using it; make Merom a money-making project
- Conference staff to be more of an agitating force: a facilitator

Idea of itinerary of staff (on the road); conference staff on “beltway” instead of expressway (lines represent churches at each end and the lines representing the connection between)



- More empowerment to associations, but we’re not sure what power the local association could have; giving associations the nitty-gritty, grunt work to free up CM & ACM’s to do more pastoral care/visioning, mission, etc.
- Maybe within an association have all the church presidents meet regularly – all the church treasurers, etc.
- Look at the possibility of redrawing association boundary lines – lots of things have changed – churches left, gained, etc.
- Somehow – churches within an association let each other know their activities (Bible study, youth events, etc.) by websites; could IKC website have a place for churches to list up-coming events?

“Network” approach – is this the best term?

- What about asking the basic question first before any other, “What does God want?” (discernment), then write the structure
- Use Dick’s 4 values as ours (first part of talk – Friday)
- We then discussed the Sri Lanka Ministry/Conference Task Force; this seems to be working – clarity of vision, a committed network, “low” or “no” staff involvement, easy to get churches/others involved – pay attention to this as a model on all levels
- We then discussed some of the things that have blocked our conference’s success with new visions and structures – Harry Bredeweg’s approach to being a Conference Minister and the manner in which, our “E” history – 3 levels not 4 (C/C-associations included)
- What vision would get us there? One that is clear and simple; one that is grounded in some of the values Dick laid out.

- Consider networking between larger churches, smaller churches, urban church network, similar ministries, rural churches
- Network by need – youth work needs, ministry to elderly, mission outreach
- Redefine network – not just geographic proximity

- Create lists of resources throughout conference
- If associations are “the network,” need to realign today’s map
- Clarify roles of association/networks and they identify resources
- Staff people self to find ways to fill the holes but don’t fill the holes themselves
- Staff people say “no,” and point/direct to appropriate persons
- Technology – website – has network/association page
- Emails from association to association, sharing minutes
- Celebrate and share what’s going on
- Get resource lists outside the Conference

- Have a way to create best match resource to group; have contact identified who made recommendation for personal contact
- Cross training to transition
- Suspend/rewrite Bylaws/Constitution
- Review what is needed by a “board of directors;” maybe need an interim BOD or steering committee
- Understand huge paradigm shift – review and use best change management practices

- Re-education of what is the church/conference = not a spectator sport
- Consensus around vision of the Conference
- We’re going to have to become technology savvy (blogs, bulletin boards, tele-conferencing, web-groups)
- Need to rebuild relationships within and throughout conference
- Network through email
- Need to help churches get internet access (either in church building or through members)
- What would happen if we did take a sabbatical from programs or committees for a year and focus on relationship building?
Relationships – geographically centered; need centered; skill centered; issue centered; mission centered
- Annual conference meeting – every other year meeting; off years – faithworks type gathering or blitz work camp
- Train group of volunteers (30) at Lombard Peace Center to handle church conflict issues (free staff up to be proactive/visionary)

2. How might the “5 C’s” best be delivered?

- Clinics – have numerous manuals already
- Chaplaincy – Relationships – Committee on Ministry, through association meetings of pastors/clergy
- Consultants – search committees – mentoring, coaching, deans, someone close to keep in contact; could almost be eliminated if go into good working program
- Coaching – come from association or local churches
- Communities of Learning – must have mutual respect; must build within us – small groups to discuss and build consensus; agree to disagree

- Don’t bug me unless I ask
- Consulting best delivered at conference level
- Better use of natural resources
- Chaplaincy can be delivered by deans, by interest group, by congregational sizes, etc.

- Clinics – training increased at local and association level; learning from other successful churches
- Deliver chaplaincy through deans and social activities
- Consultants – conference level responsibilities
- Coaching – also requiring much training done at conference level
- Communities of Learning – best delivered at association level

- Trained expertise in each association – to be shared; increased association empowerment
- Chaplaincy – probably dean or designated professional
- Consulting – outside resource program

- Coaching – shared responsibility
- Communities of Learning – create the avenues which enable communities to form around common concerns

- Clinics – professional staff
- Chaplaincy – networking – associations
- Consulting – neutral part mediation; is this even effective?
- Coaching – dependant on relationships

*List of resources

*Functionality of committees

- Clinics – deliver through regions or associations
- Chaplaincy – do it at the local level; each association is responsible for providing for larger networking; is responsible for deciding their priorities and providing pastoral care
- Consulting – conference becomes hub of network rather than providing consultant; the association is responsible for connect to the hub; the one with the need is responsible for finding the solution
- Coaching – important component of search and call process
- Community of Learning – conference helps us extend our mission reach into the world; conference administers Christian camping program

There are services that churches need that aren't necessarily delivered by any of these C's. i.e. Record keeping, New Church Starts

- Delegate to the association level
- Broker out everything you can...conflict resolution, consulting (get a good provider)
- Allow time for the Spirit to move and direct
- Be the GOOGLE search engine for what the churches need, not the one who does it all
- Use the Clinics and Chaplaincy to teach the churches how to do it themselves; then coaching becomes encouraging that independence

- Chaplaincy – ecumenical conversations
- Make individuals stewards or relationships
- Do intentional things to reach out to each other
- Consulting – consulting to others who have abilities to reach out to people and intently and meet people spontaneously – show care and concern – and welcoming (pd. or contributed)
- Real interest in the church and care about people
- Need Coaching – how do we chose a coach – and know the right questions to ask

- Clinics –
- Chaplaincy – have
- Consultancy – limited use
- Coach – much more helpful; keep checking in; association dean – equip and improve; properly match coach to the situation
- Community of Learners

- Disseminating information in small groups
- Website – communication – electronics
- Electronic mailing of mid-month packet
- Clinics – make clinics more focused on local needs, not regional needs; focus on programs that are relevant to local churches

- Clinic/Consult – conference staff – network or central location; what is your congregations doing?
- Chaplains/Coach/Community of Learning – Evangelize (2x2 – to other churches) (send out 2 by 2) association and local church

- Whatever we do, there must be a result; we need to know we are doing something to make a difference; so many times on committees, we start to wonder is there any value to this?; am I making a difference?
- Whatever program we have – dean’s, etc. – they could network with regional people to discern gifts (Spiritual Gifts Assessments) etc. then use these results to create a resource list; members of the resource list would then be put together in teams to be coaches, consultants, put on clinics, create and nurture communities of learning
- Technology – how can we at conference level mimic what the national level has done with broadcasting synod; having DVD’s available, web cast, etc.; can conference get the “studio” space, so that meetings can be held locally, web cast, distributed by DVD...how do we get reception capability in every local church?

- The 5 C’s will follow in to all of this when you have the vision you need.

- Clinics, Chaplaincy, and Consulting be assigned to associations – COM already act as Chaplaincy

- Coach/Personal Trainer and Communities of Learning would be assigned to conference staff

- Clinics – each association have quarterly newsletters to share upcoming events; would require a deadline to report events so a newsletter could get printed and distributed
- Chaplaincy
- Consulting

We are thoroughly and completely perplexed about the 5 C’s. After much discussion, our consensus is that the 5 C’s should remain centralized rather than decision-making, policy-making, etc. across the 9 associations.

- Let other entities such as the associations and the “Deans” and the Center for Congregations handle many aspects
- Focus on “coaching”

- Clinic – do _____ presentation, record, send DVD
- Chaplaincy relationships – exploit electronic media to give immediately
- Consults
- Coaching
- Communities of Learning and Consulting – calling in – here’s my need, what do you have, who/what can you refer me to determine/utilize lay expertise to do clinics, facilitate learning communities

- Full time web person, that also trains
- Communities of Learning – conference helps facilitate things and also mechanisms for follow up accountability
- Clinics – not conference, resources identified via conference/networks
- Chaplaincy/Relationships (Spiritual Director network) – conference helps facilitate but done at local level (deans)

- Consultants – same as clinics
- Coaching – Conference facilitates finding appropriate resources

- Networking
- Training coaches to share info, develop relationships and consult/coach (i.e. PIE consults need to expand skill set); may need to send core groups of people (volunteers) to special training or coaching (i.e. Jim Griffith – IUPUI)
- Train conflict resolution managers (see Lombard above)
- Technology – blogs, blackboards, chat rooms, web groups, etc. (i.e. prayer blog that people can lift up specific prayers for program and people)

Section III, Part 3

1. What kind of staff skills and support would most be needed to implement the new vision?

- Prophetic voice
- Knowledge of resources
- Ability to coordinate and facilitate
- Ability to delegate appropriately
- Inspirational

- Relational skills – collegial, collaborative, caring and connected to churches
- Networking skills
- Technology skill and support person(s)
- Trained in coaching skills
- Even the function as generalist, be nice if they also had a specialty
- Some under 30 or who can bridge generation gap, connected with younger generations and can consult them
- Positive, enthusiastic attitude

- Continue working (replace) in area of Planned Giving
- “Technology Coordinator” to help our local congregations get in tune with the technology of today and the future; begin coordinating with the other main line denominations to develop regional centers of technology where productions can be created for pod casting, DVD production, etc. (we realize this is bigger than the conference, but it needs to start somewhere)
- Merom needs to be a continued part of our vision; it should not be cut with respect to staff skills and support
- We need to have someone express a positive faith in Christ and be a strong spiritual leader

- Some do not know what the staff does now – what committee’s are they on...?
- Dean implementation
- Prioritize
- Enthusiasm
- God centered...know who your God is
- Open mind without preconceived opinions; know who you are
- Take time for yourself
- Set up an IKC “My Space” computer page, etc.

- Professional staff
 - Coaching; equipping others; ordained administrators
 - Clarifying, sharpening the vision – great communicators

- Flexible to meet changing demands and new vision
- Ability and willingness to delegate
- Associations support staff and tasks
- Congregations support associations and each other
- *****
- Administrative skills
- Delegation skills
- Creativity
- Training and technology
- Motivation that inspires
- Identification of different staff skills and maximum use of them appropriately
- Greater need for facilitators instead of chairmen
- *****
- People persons
- Effective communicators
- Extroverted personalities who are high energy
- Staff would equip the saints and know the strengths of people in churches
- ACM's are itinerant charismatic extroverts (ICE)
- *****
- Technology – strategy, familiarity and comfortable with, ability to train
- Ability to delegate
- Ability to coach – ask the right questions
- Ability to hold people accountable/reminding them of commitment – holders of the Covenant
- Training – organizer training; create a culture of positive change and accountability
- Listening – intentional and active
- Have a spiritual director
- *****
- They need to understand evangelism
- They need to have the ability to develop faithful relationships
- They have communication and education skills; multi-generational communication skills
- Skilled in process of new church starts
- *****
- Spirit-led, prayerfully, vision-driven, spirit-motivated, flexible people
- Web-master/maintainer
- Financial secretary
- Listening
- Receptive to new ideas
- Internet access – cell phones – pilot's license
- *****
- People skills (listening, relationship building, etc.)
- Leadership
- Technology skills
- Fundraising skills
- Support staff at association level
- Pastoral
- *****
- Computer skills/web design/graphics
- Educational person or resource; teacher of teachers
- Organizational skills

- Financial officer
- *****
- Someone who has skills and interpersonal relationships – how to build them and maintain them
 - Staff person who is skilled in leadership and development and nurture
 - With spiritual depth to provide nurturing and support to potential leaders
 - Skill and conflict management – facilitate respectful conversation
 - Teach skills for others to handle conflict management
- *****
- Communications skills
 - The ability to be authentically vulnerable, transparent, etc.
 - Spiritual leaders, showing authentic faith
 - A vision that holds up the hope we need
 - The ability and willingness to speak the truth in love
 - Overcome your anxiety about having your job and influence change dramatically
 - Draw on the gifts and talents of people around the Conference who can help them let go and let God
- *****
- Delegation skills
 - Energy and enthusiasm
 - Knowledge of UCC
 - Needs support from churches
 - Expand volunteer network
 - Move staff to central location?
 - Flexibility
 - Willingness to accept change (staff and churches)
 - Technological skills
 - Open to education
- *****
- Educators
 - Enthusiastic
 - Age diversity and diversity of skills
 - Communicate
 - Good sense of humor
 - Management skills
- *****
- Flexibility
 - Listening
 - Openness
 - Willingness to employ technology
 - Non-anxious, especially regarding monies
 - Not go to so many denominational meetings

Section III, Part 3

2. What would be the main building blocks for a new vision of the Conference?

- Covenant
- Consensus
- Mutual respect
- Compassion

- Listen and conversation

- Significant, grounded relationship within and throughout the Conference
- Volunteer staff (i.e. Women’s ministry position) and specialized volunteers – coaches, consultants (especially this)
- Technology and a group of spec. volunteers to help us access and use (tech. support and tech consult)
- Our common and uniting faith in Jesus Christ
- Identity, polity, tradition, history of UCC
- Voice: leadership from younger generations
- Courage and boldness
- Missional orientation (evangelism, social justice, global ministries) both model thru mission trips, Young Ambassadors, etc. and encourage local churches to do their own missions, inviting conference to participate – it’s a two-way street
- Teaching, training and equipping to accomplish vision (and about vision)

- Create opportunities for networking between our youth and young adults; if we start it, with email, text messaging, etc. – it will grow
- After saying the above, we realize the Millennials will do this; we need to create the opportunity for our Builders, Boomers and X’ers to do this
- Re-image ourselves
- Greater use of new technologies – internet, video conference calls, etc.
- Develop a resource guide to help local church leadership
- Advanced and increased communication
- Develop something to share the relevance of the Conference to the local churches and relationship building
- Redirection of staff responsibilities from crisis management to relationship building
- Help churches answer question, “Why is Conference important and why should we support it?”
- Productive ministry – get out of survival mode (both at conference level and at local church levels; how can conference help on both sides)
- We need to express a positive faith in Christ; balance spiritual and business/social justice; proclaim the faith – the Great Commission
- Financial viability
- Evangelism
- Church growth
- Reaffirm covenantal relationships in Christian love with one another – church to church, church to conference, person to person

- Delegate duties after instruction
- Calling upon the Lord
- Pray for listening
- Faith, hope and love
- Seek God’s direction
- God is still speaking, but are we listening?
- Youth and young adults involvement

- Openness and acceptance for change – committee
- Congregations open to new vision

- Volunteers and participation at both congregations and association level; accept more responsibility
- Sub-groups within larger associations to improve networking among congregations; programs, best practices, local mission
- Associations to help congregations define their vision/mission, and provide coaching and training
- Staff skills to communicate and rollout vision

- Scriptural foundations
- Open minds and prayerful decisions
- Empowerment of associations
- Clear and consistent communication from conference to local church and vice versa
- Young blood
- Networking both with UCC and outside of UCC
- Intentional prayer time; utilize local churches

- The vision is that all conference churches communicate with each other (are linked together)
- The ACM's would serve as network facilitators, as supervisors looking for creative opportunities to deal with challenges as well as problems to address
- Associations are part of the 1950's mentality; no need for associations – Manual on Ministry says a conference can act as an ad hoc association if there is none
- Associations do not have to be geographical in nature, could be regional
- Churches can network with each other, determining who they want to communicate with
- Functional ministries can be developed with associations being formed around them; we cannot develop the Conference without looking at churches themselves

- Familiarize and competency in consensus model
- Sophisticated communication system – technology, training
- Intentionality in being theological and using theological language
- Moving from being managers to coaches/fishers of people
- Formation of an interim/transitional council
- Training
- Being disciples
- Evangelical fervor/spiritual transformation
- Intentionality in prayer and worship to gain strength and inspiration

- Education – Faith education – UCC identity education*
- Safe place to wrestle with the prophets/controversial issues of the day
- Recovenanting around the responsibilities of moving toward our Gospel vision
- Keep before our congregations the continual need to plant congregations
- Keep before our congregations the continual need to reach into the world
- Keep before our congregations the continual need to evangelize our own neighborhoods

* We need a more basic understanding of the UCC.

We need to remember we are not either liberal or conservative.

We are a church that allows for the freedom of wide range of Christian opinions that provides a (unfinished sentence – left blank).

We need to be a church that does a better job at Christian education. This was felt to be a short coming to the Blue Ribbon Committee – there are no Christian Educators on the committee.

Vision – We need to communicate the Faith – passing it on to the next generation. We need to retain and pass on the unique (UCC) expression of the Christian Faith. “That we all might be one!” The

uniqueness of the United Church of Christ is a church where people who don't agree can safely come together and (unfinished sentence – left blank).

- Less structure – more flexibility to change
- Keep the vision alive – uniting
- Live within our means
- Be in the www. World that we live in
- Media presence
- Conference office at Merom

- More effective communications
- Networking (Effective!)
- Staffing and support staff
- Training and education
- Increased use of communications technology and websites
- Deans
- Empowering the associations

- Creative thinkers
- Strengthen associations
- Commitment to the total vision and work needed to be done
- Full knowledge of technology and what can be done via internet/conferencing/etc.

- Clarity about what it is that God is calling us to be and become in this place and time; therefore, receptivity to change and willing to embrace different approaches to the vision
- A main building block a spirit of covenant and understanding with the association and conference
- Engaging in meaningful dialogue the Baby Busters and the Millennial groups

- Faith...Hope...Love
- Enhanced association structures
- Develop intentional geographic networks
- A re-visioned, re-purposed Board of Directors
- The conference deacons should be make up of people chosen by the association (maybe the at large come from the conference annual meeting)
- Develop a Resource List for things like crisis management and conflict resolution, counseling for pastor, etc.
- Develop the electronic means by which communication can happen
- Develop re-covenanting liturgy for churches and associations; then celebrate
- Conference Minister leading a spiritual retreat that they lead and teach – not bring in someone else to do it

- Associations take larger role
- Growth of volunteer network
- Increased use of resource/consultants
- Possible relocation of staff
- Prioritize missions
- Fellowship

- Change in mind and heart (open-minded)
- Belief in power of association
- Belief in empowering churches to form interest groups
- Reallocation of financial resources
- Reduce remote committees
- Enthusiastic laity
- Mission based

What does God desire in God’s church? How can a/our conference serve God’s purposes in God’s way (process)?

- The 5 callings(?) of the old/mainline church Dick lifted up – open minded thinking, faith, outreach, world mission collegiality, affirm female and minority giftedness, education not indoctrination, systems and individuals
- Process – in God’s love
- Realize the formation/history upon which we’ve been built – appreciation as well as transformation
- Main C-coaching for the time-being
- Sri Lanka is a model of net
- Think in terms of Biblical-Theological language more than secular language (i.e. leaders called Stewards, while communicating so secular people can understand)

Without knowing what the “new vision” is, it is difficult to day what the main building blocks would be.

Answers to both questions:

- Enough funds to support the new vision; are there new ways of soliciting funds
- Churches will have to buy in to not only what the Conference is doing but also what the denominations is doing
- Need to write a case statement which says, “Why are we part of the UCC?” and “What does the Conference mean and do for us?”
- Need to start looking at models other than a hierarchal one; move to a flatter model; move to a networking model; move to people who are “masters of tasks” or functions; move to a “virtual” conference; explore/use new technologies (i.e. teleconference, text messaging, blogging, etc, etc.); reasons being efficiency and relevancy

Section III, Part 3

3. What would you like to say to the Blue Ribbon Committee?

- Keep people informed
- Change your name
- Who and how did this committee get started
- Inspire us

- Work at strengthening conference and programs – don’t dismantle needed program (i.e. Youth, Young Ambassadors, camp, etc.)
- We’re all conference – need holistic approach (we don’t strengthen associations by destroying conference)
- Go to where younger generations are for insight and leadership on visioning process (i.e. Spring Connection, Fall Assembly, Young Ambassadors, Patio Conversations at Friedens, First Cong., St. Peter’s – young adult groups)
- Work on involving and connecting people whatever the vision – build relationships
- Good Luck! You’re in our prayers!

- Please give serious consideration to implementing a dean’s program
- The first priority of the Conference should be to the spiritual development of the member churches and their individual members
- You (we) must be progressive in the use of modern technology
- Please change your name – with the issue of us being three generations behind, are we jumping back to the 50’s with your name
- Please spiritually think through your work and pray over it (we know you will, but we want to affirm that to you); put Christ in front of your committee
- THANK YOU! For your dedication to and acceptance of the duties of this process; we appreciate what you are doing

- Have fun – joy
- Good luck
- God bless
- God is and shall always be

We resonant with the heaviness of this task of older generations attempting to reach and touch present and future generations. Hopefully, we can involve them in this process.

- Good luck!
- God bless!
- Thank you, thank you, thank you!
- Do not be afraid to make difficult decisions

- Keep us informed
- Listen to all viewpoints – respectfully
- Don’t throw out the baby with the bath water
- Make all data gathered from today’s retreat to all members of the Blue Ribbon Committee
- Open dialogue without resolutions

- To streamline the process and perhaps look at moving goal of presentation/vote of vision to a closer date

- Find the things that unite us but also deal with the elephant in the room – agree to disagree
- Find healing
- Testimony

- Be ready, capable and prepared for real change
- Is there a need for younger members on the Blue Ribbon Committee
- Establish bench marks and report

- Better you than me
- Discard the no longer needed directives of IKC Strategic Plan and distribute to the appropriate stake holder(s) the directives that remain in your vision

- Blessings and good luck
- Keep in mind – diversity in churches, distance between churches, white/black/male/female/laity/clergy/urban/suburban/rural/etc./ages
- People with great computer skills and knowledge to those with little idea what a PC is or does

- Consider every option (brainstorming)
- Communicate with us along the way – the local church
- Keep us informed about the process
- Be intentional about worshipping along the way – appoint a chaplain from the group
- Be faithful in attendance except when impossible
- Keep us informed so we can pray for you
- Periodic reports about this process
- We trust you – We have faith in your and our prayers are with you!
- Use us where we can be helpful

- Don't be afraid to think outside the box!
- Sit still and listen, because God is still speaking
- Don't rush it; let the plan reveal itself
- Be aware of control issues among yourself and in the institution
- Communicate to the post-modern world, not to the Builders and Silents

- Communication via email
- Roles of staff
- Read Our Iceberg is Melting

- Don't be afraid to dream
- Take leaps of faith
- Even though there may be opposition we are a people with an open minded tradition – don't be afraid

- Proceed with courage
- Careful not to be swayed by ideas from a few people
- Will pray for you
- Consider models from other movements within Christianity

- If the system is going to sink, let it sink
- Be bold and creative – there is nothing sacred but the Gospel