

Notes from Linkage meeting – Board/Executive Team – 9/26/06

Next Steps:

- ET will meet to review the wishes and talk about what they want from the Board
 - Cathy will collect notes from Richard, Mark & Laila
 - We'll hear feedback from the ET at our next meeting
 - Reports subcommittee will bring a proposal to the next meeting (Bob, Laila, Mark, Judith?)
 - Penguins are bringing a proposal about Annual Plan
 - Steering Committee will help us figure out how to incorporate other unanswered questions into our process
- * We need to ID who's in charge of the next linkage meeting with the council of Convenors

Using Appreciative Inquiry to Review the work of the Executive Team

We met in 3 groups (Judith with Penguins; Kathy with Pasiflora; Charla with Asparagus) to address the following questions:

1) Reflect on the relationship between the Board and ET. What is a specific moment when you felt that you were the most connected and engaged in making it work well? How did you feel and what made the situation possible?

2) What are 3 concrete wishes for the future that you have for yourself and/or our work together to make our ends real in the world?

Our collected wishes:

1. Vision, Ends, Annual Plan:

- Board & ET to have collective conversation about how we're meeting our ends (Board as vision with ET bringing day-to-day)
- Clarity about the annual plan & budget process, whose is it?
- Revisit mission statement
- Visioning about sabbatical
- More long term planning (5 year vs 1 year)

2. Board's policy work:

- Board should NOT do operational work
- Board should ask thoughtful questions & create thoughtful policy
- Board have good process for setting the salaries for which we are responsible
- How does the board pace policy with the day to day operations?

3. Reports

Revisit reports – what are they, how are they used by the board for policy? How does the board evaluate the ET?

4. Miscellaneous – we didn't followup on these!!!

- Less opacity-more clarity/transparency about money (do we have other pots somewhere –we don't came the answer from Charla!)
- More staff support for the ET
- Move JTW into Board policy faster

Unanswered questions (besides under Misc above):

- what the ET wants from the board
- are we overwhelming the ET?
- How can we support the ET?
- Where does Kathy's dual role as ET member & congregational minister fit in?
- Where does long term planning fit in?

BREAKOUT GROUPS NOTES:

1. Vision, Ends, Annual Plan:

1. Policy proposal needs to clarify what the annual plan is for, who "owns" it: as we discussed, it currently outlines roles for both ET and Board in carrying it out. - it's not just a directive to the ET. We need to clarify/eliminate section of policy (H1) that emphasizes annual plan is used by ET for admin planning/budgeting, when as we discussed, the annual plan guides both board and ET.

2. We need to rethink when and how annual plan is developed - with whose input, for what purpose. Oct. doesn't really work that well, as we're heading into stewardship and budget issues soon after the regular church year starts.

3. Maybe also need to consider level of specificity annual plan should entail. Do we have it right yet?

unlink Annual Plan from the budget process and not tie it to October.

Cathy's note: It seems like the question of longer term (3-5 year) vision didn't get addressed here.

2. POLICY WORK SUBGROUP:

How to pace church policy with church day-to-day:

1. Include an annual overview on the BOT agenda that "rides" from agenda to agenda. The overview could be a table that illustrates upcoming events of which the Board might want to be prepared for to avoid writing policy at the last minute. For example,

Aug/Sept	Make policy budget
Oct/Nov	ET makes budget
Nov/Jan (no Dec)	Set up annual meetings
Feb/Mar	Select delegates

2. Policy over long term vs. short term

When operational issues surface in BOT meetings if they require policy, the issue should be tabled and discussion arrested. The Tabled issues can ride from agenda to agenda with the annual church year overview described in (1) above. When time permits the tabled issues can get on the calendar and be addressed hopefully "next year". In the meantime, we operate status quo.

3. The steering committee is invited to handle scheduling of the tabled issues.