

Mediation Summative Report

In June of 2018, the parish began a process of Congregational Mediation under the leadership of Rev. Peter Gray of Nativity Episcopal Church to facilitate healing and reconciliation. During an initial meeting with Rev. Gray, the Vestry and Search Committee identified goals which emphasized healing through reconciliation, transparency and clarity in communication, the engagement of all members, and the relationships of diverse groups.

By involving as many participants as possible the voices from all diverse groups in All Saints' and Christ the King were heard. After an educational workshop on understanding the dynamics of congregational conflict and new skills for addressing conflict, the parish began an information-gathering phase identifying problems and conflicts. Two large group healing sessions used structured dialogue to facilitate individual and group healing. Next the problem-solving phase focused on ten proposals each with specific tasks. During this process, approximately half of the households were represented at one or more of the sessions. The mediation proposals contained ten broad areas with each subdivided into specific implementation tasks. After prioritizing the proposals and implementation tasks, the Vestry approved the ten (10) agreements and forty-seven (47) tasks in June of 2019.

A year-end review of the Mediation Agreements for 2019 indicated that of the forty seven (47) tasks, twenty-seven (27) of the twenty-nine (29) which were to be done by the end of 2019 had been accomplished, and two were in progress.

At the end of the 2020, thirty-eight (38) of the forty-seven (47) tasks were completed with only 4 pending and 5 postponed due to *Covid*. Of those completed tasks, thirty-two (32) are recurring or ongoing. That indicates a significant systemic change in response to the congregation's proposals from two years ago.

The Mediation Agreement addressed transparency, increased communication with the youth, improved dissemination of information through enhanced internet capabilities, and provided for congregational input on major decisions.

It is noteworthy that Communication and Decision Making was the highest priority section based on the congregational responses. Many areas of conflict arose from the church's communication and decision making practices. The Vestry recognizes the importance of not only an annual review of communication effectiveness but also as a continuing practice. Also, in keeping with the spirit of effective communication and transparency, a status report from the Mediation Implementation Task Force is a standard Vestry agenda item.

In a time when congregational gatherings are not possible or are limited, the church leadership recognizes both the challenges and the responsibility to sustain a vibrant and healthy relationship with and amongst all congregation members.

MEDIATION AGREEMENTS: STATUS REPORT

A. To address MISSION AND PURPOSE, we agree:

1. That in collaboration with our next rector, a process be designed by the Vestry to review and possibly revise the mission statement. This review will:
 - a. Include opportunities for congregational participation throughout the process, to ensure that it accurately captures the spirit, identity, welcome, courage, and mission of All Saints.
 - b. Reflect the presiding bishop's focus on the Jesus Movement
 - c. Include the work of the Strategic Planning Committee.
 - d. Reflect the congregation's commitment to caring conflict transformation
 - *Implementation timeline: As soon as the new vestry begins its work in 2019/ At the March Vestry meeting, the request will be made that the Vestry appoint a Task Force to review / revise the mission statement.*
 - **STATUS:** *A task force was appointed with Phillip Parker and Mickey Gray and suggestions for Conner Parker and Les Alvis as members also.*
2. That during the fall Stewardship Campaign, part of the kickoff be a "time, talent, and treasure fair" in which the mission statement is presented and our ministries are explicitly connected to the mission statement, and that, as a part of this process, areas for growth and improvement be identified, as well as consideration for the creation of emerging ministries.
 - *Implementation timeline: Fall 2019*
 - **STATUS: DONE** *at previous pot luck but was not overwhelming successful.*
3. That during Stewardship Emphasis season, each parishioner be led to ask: "What is my role in fulfilling our/this mission?"; that parishioner – including children and youth – be invited and encouraged to seek opportunities for connection and involvement using his/her unique gifts and talents; and that parishioners be led to ask: "How does my financial stewardship help to fulfill our mission?" And further that during Stewardship Emphasis season, parishioners active in various ministries share with the parish via Sunday services, newsletter, etc., why they serve and about their experiences, and that the upcoming Capital Campaign will be considered in this effort.
 - *Implementation timeline: Six weeks prior to Pledge Sunday continued into 2020*
 - **STATUS: In Progress - Stewardship / Capital campaign follow up. Done**
4. That the Stewardship Committee be made a permanent committee and be tasked with the fall Stewardship Campaign and incorporating the gifts and talents of members into our ministries throughout the year.
 - *Implementation timeline: As soon as the new vestry begins its work in 2019*
 - **STATUS: Done**

B. To address WORSHIP AND SPIRITUALITY, we agree:

1. That the youth of the congregation become more involved in the church and that

members of the church become more integrated into the life of our youth in numerous ways, including:

- a. Offering the EYC the opportunity to have a youth-led Sunday service(s) at least once or twice a year that is coordinated by the priest, vergers, youth director and the youth. **STATUS:** *Under consideration*
 - b. Actively inviting youth to participate as lectors, choir members, altar guild, leadership, etc. throughout the year. **STATUS:** *TBD post Covid*
 - c. Offering parish-wide communication opportunities each month to the EYC created by the EYC highlighting their activities for the month and their accomplishments inside or outside of the church. **STATUS:** *TBD post Covid*
 - d. Actively promoting and educating the congregation about all diocesan youth activities throughout the year – CBG Summer Camp sessions, DOY, Happening, Winter Solstice – so that the congregation can become more vested in encouraging, sending and helping our youth participate in these activities. **STATUS:** *Done*
 - e. Having the Vestry and DOK help with Happening Caritas each time. **STATUS:** *Done, recurring*
 - f. Continuing the College Care packages sent twice each year before exam time. **STATUS:** *Done, recurring*
 - g. Finding ways to actively promote children’s Christian formation including summer opportunities. **STATUS:** *Done, recurring*
 - h. Conducting a thorough acolyte training by the priest, vergers, and senior acolytes at least once a year to instruct all acolytes on all the different jobs. **STATUS:** *TBD post Covid*
 - i. Offering parish-wide communication opportunities each month to Troop and Pack 85, created by the Senior Patrol Leader or other youth from the Troop or Pack, detailing their activities of the month and their accomplishments. **STATUS:** *Will be web based.*
- *Implementation timeline: To be determined by Parish Administrator, Youth Leader, and scout leader.*
 - **STATUS:** *Pending new youth director*
2. That the priest offers a range of Christian education opportunities for all adults including Episcopal traditions and liturgy and confirmation-type classes.
 - *Implementation timeline: Rector option*
 - **STATUS:** *Done, recurring*
 3. That the service bulletin be expanded to include the scripture readings of the service to help visitors become more involved in the service.
 - *Implementation timeline: Immediate and ongoing*
 - **STATUS:** *Done, ongoing*
 4. That the Choirmaster and Choir teach the congregation about hymn choices/music requirements throughout the year via periodic potluck supper presentations, during EYC, or during other gatherings.

- *Implementation timeline: Fall of 2019 and periodically after that*
 - **STATUS:** *Referred to Taylor Sparks to be done post Covid*
5. That the Centering Prayer program be offered again if a qualified and willing leader can be recruited.
 - *Implementation timeline: Spring of 2020 and ongoing*
 - **STATUS:** *Refer to Fr. Parker for consideration, TBD post Covid*
 6. That a weekly short-term adult Bible Study session be offered periodically throughout the year. Leaders of this Bible study will be recruited by the Director of Christian Education.
 - *Implementation timeline: Lent of 2020 and periodically throughout year*
 - **STATUS:** *Done and ongoing as book study*
 7. Ensure enrollment for Educations for Ministry (EfM) is promoted beginning in mid- Spring.
 - *Implementation timeline: Spring 2019*
 - **STATUS:** *Done, recurring TBD post Covid*

C. To address CARING FOR ONE ANOTHER, we agree:

1. That a Newcomers Committee be reconstituted, working with the Care Team, to design and implement a program to welcome and incorporate newcomers, uninvolved members, and lapsed members using the following resources:
 - Greeters
 - Time/talent surveys
 - Reminders during the announcements or the Peace
 - *Implementation timeline: Immediate and ongoing*
 - **STATUS:** *Done*
2. That a pastoral request form be placed on the website with information about who will receive it and an acknowledgement of receipt.
 - *Implementation timeline: When the website is redesigned*
 - **STATUS:** *Done as incorporated into the web design*
3. That the Vestry study the reconstitution of Family Groups as a way to nurture relationships and embrace and respect the diversity of perspectives within the congregation.
 - *Implementation timeline: By the end of 2020*
 - **STATUS:** *Due to the COVID virus, the small group activities will be postponed until such time that group settings are feasible.*
4. That discussion groups be created where diverse theological, social, and political perspectives can be expressed in a structured, respectful, and open-minded way, and that intentionally incorporate skills from the mediation workshops.
 - *Implementation timeline: Late 2020 at Rector's discretion*
 - **STATUS:** *Referred to Fr. Parker for consideration for later in the year. Due to the*

COVID virus, the small group activities will be postponed until such time that group settings are feasible.

5. That the use of name tags be implemented.
 - *Implementation timeline: Upon arrival of new Rector for one month and periodically thereafter*
 - **STATUS: Done**

D. To address CARING FROM PASTORS, we agree:

1. That during the search process, the Vestry and Search Committee thoroughly communicate to the candidates the parish's expectations of consistent and direct pastoral care for parishioners. The Vestry and Search Committee will also thoroughly communicate with each candidate regarding his/her pastoral care philosophy and practice, and communicate to candidates the expectation that he/she should have the capacity to handle all aspects of a busy parish, including self-care, the ability to nurture unity in diversity, and the ability to work effectively with and care for all ages.
 - *Implementation timeline: When new Search Committee is formed and operational*
 - **STATUS: Done**
2. That with the arrival of the new rector, the Vestry offer opportunities for the rector and parishioners to interact in small informal groups to facilitate community and relationships. In these small groups, parishioners will have an opportunity to discuss pastoral care expectations with the new rector.
 - *Implementation timeline: First 120 days after rector's arrival, or longer if necessary*
 - **STATUS: Due to the COVID virus, the small group activities will be postponed until such time that group settings are feasible.**
3. That the Vestry communicate to the parish in multiple ways whom to contact and how to contact clergy with pastoral care needs, including a new pastoral request form on the website.
 - *Implementation timeline: Immediate and Ongoing*
 - **STATUS: Via the Care Team, revision with new Rector. Done**

E. To address CARING FOR THE PASTOR, we agree:

1. That church members be informed of the Vestry's expectations of the pastor as stated in the Letter of Agreement including a recognition that, on occasion:
 - a visit from a lay minister can substitute for a clergy visit.
 - the pastor may not be able to participate in relationship building activities at all times.
 - the pastor should be able to delegate tasks to the staff and other lay ministers.
 - *Implementation timeline: Immediate and ongoing. The wardens will publish a congregational letter or communication that explains the Vestry's expectations specific to these three areas above.*

- **STATUS: Done**
2. That the wardens should schedule monthly lunches with the pastor to “check in.”
 - *Implementation timeline: Immediate and ongoing*
 - **STATUS: Done** as a continuing practice when feasible
 3. That a stated expectation of Vestry members be to initiate the taking of responsibility for tasks.
 - *Implementation timeline: Immediate and ongoing*
 - **STATUS: Done** Posted on emails with Vestry agenda monthly
 4. That the Vestry should explore the creation of an annual or semi-annual Mutual Ministry Review with the rector in order to have structured opportunities to review how expectations in the Letter of Agreement have and have not been met and how the Vestry has and has not met the rector’s expectations of their leadership.
 - *Implementation timeline: Upon the arrival of a new rector. Wardens will coordinate and implement a semi-annual mutual ministry review*
 - **STATUS:** The Mutual Review committee will consist of the Senior Warden, the Junior Warden, one Vestry member, one All Saints parishioner at large, and one Christ the King member at large. This committee shall meet with the Pastor semi-annually with a recommendation of **February** post council/pre-Easter and **August** middle of ordinary times. **Done, to be recurring**

F. To address CARING CONFLICT TRANSFORMATION, we agree:

1. That the congregation be reminded in a variety of ways that conflict is normal, that the leadership is receptive to concerns, and that conflict can lead to progress when addressed.
 - *Implementation timeline: During the Vestry retreat and following the call of the new rector. The rector will use sermons and weekly communications when appropriate.*
 - **STATUS: Done** and ongoing
2. That the Vestry and congregation be educated on ways to address conflict directly and when to invite the help of a third party.
 - *Implementation timeline: During Vestry retreat following the call of the new rector. To schedule a Zoom Retreat facilitated by Rev. Peter Gray. It was recommended that a member of the parish be trained in mediation skills at the Mediation Skills Training institute.*
 - **STATUS: Done, Zoom retreat conducted in August of 2020. Training session will be post Covid.**
3. That the Vestry covenant be revisited to include and implement skills learned from the mediation process as a way of addressing concerns, using Matthew 18 as our guide.
 - *Implementation timeline: To be reviewed during Vestry retreat following the call*

of the new recto. Recommendation / consider that the Vestry retreat be coordinated with a consultant.

- **STATUS: Done** and ongoing pending post Covid

G. To address COMMUNICATION AND DECISION MAKING, we agree:

1. That the rector and Vestry ensures that all decisions be communicated with transparency by having:
 - a. A Vestry member report on the Vestry agenda and projects during Wednesday potluck and conclude with a Q & A session.
STATUS: Reminder to Deanna or Phillip to include on potluck activities; Due to the COVID virus, the small group activities will be postponed until such time that group settings are feasible.
 - b. The Vestry review the “Newcomers Packet” to ensure clarity and thoroughness including how newcomers prefer to be communicated with (mail, email, etc.). **STATUS: Done**
 - c. The church office makes the annual report available to each member of the parish and a cover letter from the rector include at a minimum: a statement of appreciation for the person/family, encouragement for the future year, and appreciation for continued and timely stewardship support.
STATUS: Done, recurring
 - d. The church bookkeeper sends a quarterly pledge statement to each church member with a statement of appreciation for remaining current with pledge contributions. **STATUS: Done, recurring**
 - e. The congregation review the Vestry covenant at the annual meeting with emphasis on decision making and communication.
STATUS: To be scheduled annually as appropriate
- *Implementation timeline: Immediate and ongoing*
STATUS: In progress
2. That the Vestry promote improved communication with youth and EYC by having:
 - a. A Vestry member visit EYC regularly. **STATUS: Monthly dates will be selected by Vestry members. Done for 2019. TBD post Covid**
 - b. Youth confirmation classes include information about how the Vestry works. **STATUS: Will be done by EYC Director; TBD post Covid**
 - c. Contact information of the youth collected at the time of confirmation and on other occasions for their inclusion in church emails, texts, and social media.
- *Implementation timeline: Immediate and ongoing.*
STATUS: In Progress by EYC Director;
3. That the Church office staff display in prominent places updated information on parish matters, diocesan events, the national church, and CBG/Gray Center news.
 - *Implementation timeline: Immediate and ongoing*
 - **STATUS: Done**

4. That the Church update and fully utilize our website capabilities, including:
 - a. Utilizing Facebook and other social media as appropriate to help disseminate information. **STATUS: Done, ongoing**
 - b. Posting information on events prominently to help church members more easily include them on their own personal calendars. **STATUS: Done**
 - *Implementation timeline: By the end of 2019 and updated thereafter*
 - **STATUS: Done, ongoing**
5. That announcements in church clearly, effectively, and concisely articulate the importance of the announcements to the mission of the church.
 - *Implementation timeline: Immediate and ongoing*
 - **STATUS: Done, In progress**
6. That major decisions in the life of the church be accompanied by prayer and a planned process that both *gives information* to the congregation *and allows for* input from the congregation.
 - *Implementation timeline: Immediate and ongoing*
 - **STATUS: Done, and ongoing**
7. That the vestry annually evaluate the effectiveness of our communication strategy.
 - *Implementation timeline: Evaluation by Vestry through discussion annually*
 - **STATUS: Done during Vestry meeting of November of 2020.**

H. To address RECTOR SEARCH, we agree:

1. That an open call be made via all media outlets – service bulletin, newsletter, email, website and service announcements – for parishioners interested in being a part of the next Search Committee to apply.
 - *Implementation timeline: Immediate and until committee is selected*
 - **STATUS: Done**
2. That the following criteria for the selection of the next Search Committee be considered by the Vestry:
 - a. In accordance with Parish By-Laws, the Search Committee members include a total of 9 members – 3 from the Vestry – and that all be confirmed parishioners in good standing and pledgers of record.
 - b. A majority of the committee members, at least 5 people, come from the list of parishioners who participated in one or more of the Mediation Process sessions.
 - c. The nine members of the committee be as diverse a representation of the parish at large as possible while still maintaining the criteria above.
 - d. The 3 Vestry members be appointed bearing in mind their remaining tenure so that they remain on the Vestry for the duration of the search process until the Vestry elects the new rector.
 - *Implementation timeline: March 2019*

- **STATUS: Done**
3. That the Vestry solicit and implement recommendations from the search consultant about how best – and in accordance with Diocesan rules and procedures – to incorporate into the search process the participation of an EYC member
 - *Implementation timeline: April 2019 and until the process is complete*
 - **STATUS: Done**
 4. That the Vestry request from the Diocesan office detailed written guidelines clarifying roles and expectations of both the Vestry and the Search Committee in the search process, that these guidelines be made available to the parish, and that the Vestry request the Diocesan office be available to the Search Committee throughout the process for questions, answers and guidance.
 - *Implementation timeline: Immediate and until the process is complete*
 - **STATUS: Done**
 5. That the Search Committee communicate with the parish monthly during the process via newsletters, email, service bulletins, and Wednesday potluck suppers using the Bishop’s Flowchart as a guideline; that the Search Committee share as much information as possible with the parish, keeping confidential only what must remain confidential (i.e. -names, locations); and that communication be more frequent than monthly when special developments occur.
 - *Implementation timeline: Immediate and until the process is complete*
 - **STATUS: Done**
 6. That the Parish Profile be republished, especially if updated, via communication channels and at a potluck supper.
 - *Implementation timeline: Spring / Summer 2019; when complete*
 - **STATUS: Done**
 7. That the Search Committee provide regular updates to the Vestry throughout the process and that upon selection of a candidate, the following steps will be taken:
 - a. PRIOR to the Meet and Greet meeting, the Search Committee will meet with the Vestry to provide a full and detailed report, including a written report to the Vestry, on why they selected the candidate that they did, the division of the vote within the Search Committee, and, if the Search Committee’s vote was not unanimous, any significant concerns of the minority.
 - b. In this meeting, the Search Committee will highlight what they deemed to be the strong points and the weaker points of the candidate.
 - c. The Meet and Greet should be a social time and not the appropriate setting for raising Vestry or staff concerns. The Transition Team will not be included in this event.
 - d. Prior to the candidate interview with the Vestry, the All Saints’ staff and candidate will meet to discuss respective roles and their work. The staff will have the opportunity to voice their opinions of the candidate to the

- Vestry prior to the candidate's interview with the Vestry.
- e. At the Vestry's interview of the candidate, Vestry members will ask the candidate directly about any concerns they plan to bring up later with the Vestry.
 - f. The Search Committee and the Vestry will meet once more following the Vestry interview and before the Vestry votes.
- *Implementation timeline: Fall 2019*
 - **STATUS: Done**

I. To address STRUCTURES AND LEADERSHIP, we agree:

1. That the Time and Talent survey be revised and updated to include Christ the King and sent to the congregation and, further, that there be follow-up with the congregants who respond and that the entire process be evaluated for its efficacy.
 - *Implementation timeline: Octoberfest of 2019*
 - **STATUS: Done** [at previous pot luck but was not overwhelming successful.]
2. That there be more education opportunities regarding Episcopal and Lutheran polity/governance, the role of the priest, the role of the vestry, and the background of some of our customs.
 - *Implementation timeline: At the Rector's discretion*
 - **STATUS: In Progress, Fr. Parker met with CtK representatives for planning.**
3. That newer committee members be paired with more senior members to function as mentors. (Vestry, Altar Guild, Acolytes, Chalice Bearers, etc.)
 - *Implementation timeline: As soon as possible*
 - **STATUS: Done, in progress and ongoing**
4. That a Vestry Retreat be mandatory each year to focus on vision and to include education, by-laws, canons, etc.
 - *Implementation timeline: Soon after the new Vestry members are elected, possibly March 2021*
 - **STATUS: Vestry retreat planned for March 19 & 20, 2021**

J. To address RELATIONSHIP WITH CHRIST THE KING, we agree:

1. That the Time and Talent survey be sent out to members of Christ the King as well as members of All Saints' and include questions that would elicit the specific needs of both congregations and acknowledge the gifts of both.
 - *Implementation timeline: As soon as possible*
 - **STATUS: Done**
2. That the document from the Task Force regarding the relationship between All Saints' and Christ the King be distributed to the Vestry and that information from the document be shared again with the congregation via mailings and the newsletter and be raised as a discussion topic for potluck or other gatherings.
 - *Implementation timeline: As soon as possible and ongoing*
 - **STATUS: Done**

3. That a task force be formed by the members of Christ the King and All Saints' to plan service projects and social events, discover the needs specific to Christ the King and All Saints', and check in on the prior recommendations of the original task force.
 - *Implementation timeline: As soon as possible and ongoing*
 - **STATUS:** *Recommended that the original Task Force be reconstituted to follow up with implementation. Cathy Sparks / Les Alvis and Michelle. Referred to Fr. Parker to incorporate during CtK meeting under I.2.*