

Copies to: Pastor Josh Andrews (e), Carol Blass (e) Tom Ditto (e), Sally Leidy (e), Clarissa Frail (e), Stephanie Shutt (e), Kristen Davis (e) Emily Sharp (e) Pam Ditto (e), Dale Brookman (e), Mark Figley (e), Diana Haas(e), Bruce Hodges (e), Missy Keller (e), Judy Steigleder, Secretary

July 15, 2019
SPECIAL MEETING WITH TONY MOSLEY

Those Present:

<input checked="" type="checkbox"/> Pastor Josh Andrews	<input type="checkbox"/> Stephanie Shutt	<input checked="" type="checkbox"/> Missy Keller
<input checked="" type="checkbox"/> Carol Blass	<input checked="" type="checkbox"/> Kristen Davis	<input checked="" type="checkbox"/> Mark Figley
<input type="checkbox"/> Tom Ditto	<input checked="" type="checkbox"/> Emily Sharp	<input checked="" type="checkbox"/> Diana Haas
<input checked="" type="checkbox"/> Sally Leidy	<input type="checkbox"/> Pam Ditto	<input checked="" type="checkbox"/> Bruce Hodges
<input checked="" type="checkbox"/> Clarissa Frail	<input checked="" type="checkbox"/> Dale Brookman	<input checked="" type="checkbox"/> Judy Steigleder

The Leadership Team met with Tony Mosley to discuss Goal #2, Bullet 4 on page 14 of Tony Mosley's Interview and Feedback Report.

“Encourage those who still carry hurt and anger to engage in ways to reconcile and heal. Ongoing and unresolved conflict has a tendency to drain energy away from vibrant ministries and takes a heavy toll on people’s willingness to give their time and effort.”

We began our work in small groups of 4 brainstorming on how the goal statement would be made using the S.M.A.R.T. goals. After the small group discussion, we convened and shared our thoughts and insights to the full team. The results were:

Specific – Change needs to be slow and methodical and persistent. Hurt and anger takes time. Validate all persons which includes all persons on the Leadership Team as well as the congregation.

Measurable - Increased participation, volunteering, moving ahead with new ideas. Listening. Encourage everyone to accept ownership. Are we being heard? It is not only speaking our feelings and thoughts, but are we speaking to the right people. Who are we not talking to? Being heard is very important. Reciprocal action (giving and taking) of all involved is a measurable tool. Listen to people one-on-one or in small group settings and do more conflict management. We have to listen and validate that people are important, being careful that we do not triangulate the conversation offering forgiveness when relationships are broken.

Tony said this is how we will know that healing is taking place, when we see increased participation, volunteerism and persons are persistent in working together. Tony said it might be simply educating people on how to think differently on conflict. We were encouraged to read Matthew 18.

Tony gave us ways in which we could begin wording Goal #2. Lima Westside will endeavor to be a congregation that believes in the work of reconciliation and healing, similar to the first goal that was put together. If we offer opportunities to try to talk this through, take the tension down and give people the opportunity to process it, even their sense of loss. We expect people to behave differently as a Leadership Team. Our core value is if you hear something and it didn't come from the originator, you don't pass it on. Living in community there will be times of

hurt. We will be active listeners during these times valuing all persons in meeting the needs of our community and congregation.

Achievable - To make this achievable we listed communication. *Communication can be translated into Facebook, newsletter, special events, e-mail.*

Relevant – Determined by meeting the needs of our community and congregation.

Timely: *Continuing and evolving into the future.*

Our next two meetings will be **August 19, and September 16, 2019 at 6:30 p.m.**

It was the consensus that we would take that meeting to go deeper with Goals 1 and 2, determining how we would implement, measure success, remain relevant and accomplish the goals in a timely manner. The needed goal would be to have concrete plans moving forward. Possibly having small group conflict resolution meetings may be a strategy to help facilitate reconciliation. This will be determined in the August meeting.

Goal 3 which is 6 and 7 combined on page 14 of the Feedback Report will be developed when the first two goals are successfully being implemented.

Respectfully submitted,

Judith Steigleder

Secretary

(E-mailed 7/18/2019)