

Jubilee! Board Meeting Feb 21, 2022

The Board tabled Feb. agenda items in favor of using the time to complete the following with Mary O'Connor and Steve Kallan.

- Review: what has changed and what actions have been taken since the board retreat in Dec. 2021.
- Discuss and affirm scope and time frames for this next 3-4 months of work with Epic Mind from proposal and deliverables doc.
 - What are we working to accomplish in this time frame
 - In the longer run, what's the vision or expectation for Jubilee for the coming year in the three major areas
- Clarify how Epic Mind will be working with assigned work teams on major priority areas.
- Confirm the work groups
 - Identify who is the point of contact or person in the lead, if there is one
 - How do we pivot from the work being board-focused to more staff-work group-focused?
 - Identify how and where Mary and Steve will likely focus and where both will be present
- Share "Hope and Concerns" for this 3-4 months of work.
- Nail down key scheduling items

HOPES

- ❖ That we have a secure direction of the working groups plans
- ❖ We increase our Sunday turn out
- ❖ We have a clear set of plans that energize and nourishes our community inside and outside of Jubilee
- ❖ We have less strain on the staff and board
- ❖ That we have created a steady and stable concrete work plans that take us into the future
- ❖ Delineated organizational structure with team interactions all laid out
- ❖ Fundraising action plan through the end of Q3 that is amazing and exciting
- ❖ A plan for handing off and turning over for jobs to new board members
- ❖ Benchmarks and milestones for hitting the higher level aims are in place

- ❖ There is good communication and community by end to our new plan
- ❖ Pastoral care/care and compassion or functioning well
- ❖ The governance working group has a clarified plan for board rules, calendar for board evaluations, recruiting new board members with intentional recruitment
- ❖ Operational leadership gaps have been filled/fully staffed With paid staff with paid staff
- ❖ Spiritual leadership group/gaps are filled and it is humming
- ❖ The entire facility is clean, well-maintained, attractive
- ❖ Building is being used 7 days a week with paid and outside groups
- ❖ Two celebrations each Sunday with 200 people at each one!
- ❖ We have continued quarterly outreach giving
- ❖ We have a process for the Sunday minister transition team/search for a permanent minister/We have identified our new permanent minister
- ❖ We have expanded the board to 12 members and board meetings are only two hours and they are fun
- ❖ We have expanded community volunteer participation
- ❖ We have transparent announcements to the Jubilee community at least once a month

- ❖ A lot of collaboration among teams ended deliver inspiring messaging that Jubilee is doing really well
- ❖ Youth or attracted by the community hub
- ❖ We have had our first process of rituals for healing and release and forgiveness of the past
- ❖ The board continuity process for onboarding new board members is solidified
- ❖ The giving by Jubilee participants is increased 10% over last year.
- ❖ We have core groups which are dedicated to preserving, clarifying, and propagating the Jubilee! message
- ❖ There is new energy toward supporting and better utilizing the building infrastructure
- ❖ Our technical prowess has created a dedicated viewership and a professional, warm online presence
- ❖ Excellent musical talent is inviting to Jubilants and energizes the celebrations
- ❖ We continue to move forward with the service of healing and grief which will address the collective pain we have experienced as a community.

CONCERNS

- Dissipating interest/numbers of people participating keep going down/The external impacts: pandemic and related stealth viruses

- Being back fully in person
- Teams may get bogged down and not collaborate with each other
- We may fail to recognize, name and acknowledge the magic that is already happening
- Having a negative cash flow/Lack of money
- All of the “not enoughs”: people, personal capacity, money...
- Pressure to get too much done in too little time/There's a lot to do in just a few months
- The community gets frustrated without a spiritual leader
- We may lose the faith of the community
- We may spend too much time planning and not enough action
- With regard to the ministerial recruitment: not thinking through what needs to happen first
- Too many working groups and not enough people in them/Lack of volunteers
- Failure to create enthusiasm for the community structure over the family structure of our predecessor
- Losing touch with creation spirituality as our touchstone as our unique differentiator, we stand for this!
- In our desire to become more organized, becoming over-organized and enmeshed in process over solution

- Losing momentum by re-inventing the wheel vs utilizing existing best practices which have been successful with other congregations
- Avoiding uncomfortable topics which *could* decrease public trust
- Lack of clear spiritual message or mission leaves a hole in the Asheville interfaith culture
- Concern that we don't actualize previously urged action steps such as "community center" concept, interim minister, & more family/youth activities.