SUMMARY OF DISCUSSIONS AND COMMENTS AROUND LEADERSHIP STRUCTURE, TRANSTION, AND DIRECTION FOR FUTURE WORK
MINNEAPOLIS FRIENDS MEETING TRANSITION COMMITTEE
December 2017-February 2018

GENERAL DATA

Approximate number of those who offered in-person or written comments at Business Meeting, in Committee spaces, via email, or in conversation with transition committee members: 50-70
Those who explicitly expressed (without prompt) no need for a Director of Ministry (DOM): 3
Those who explicitly expressed (without prompt) that the transition period be extended: 3
Those who explicitly expressed that the transition is: going well: 7 NOT going well: 0

GENERAL THEMES ACROSS DATA

- Transition useful for surfacing various perspectives on the need for DOM.
- The transition is characterized as a discovery of what is valued in a DOM role, and what is not needed, or what others are willing to take on.
- The coordination role of the DOM was most often referenced. The spiritual role was rarely mentioned.
- There is worry among some about members burning out from more responsibility.
- Many are concerned about committee coordination.
- Many are concerned about the lack of central (authority) decision-making/Quaker guidance

SPECIFIC QUESTIONS ASKED AT BUSINESS MEETING

At the January Meeting with attention to Business, we asked those present to form small groups and discuss the vision statements of the Meeting with two questions in mind:

How is the leadership structure of the meeting supporting efforts to move towards these vision statements?

Notable themes:

- Many people/committees demonstrating increased/more apparent/growing/encouraged leadership within the meeting, resulting in a more collaborative movement towards these vision statements.
- Many are stepping up, but some committees are struggling and some roles and responsibilities remain unclear, which impairs moving towards these vision statements.
- There is much concern among those who commented about both: 1)engagement with new people (and children) to the meeting, and 2)consideration of the needs, the passing on of roles and knowledge, and the capacity of those Friends who are past middle age; in short, there is a *generational* concern about connections that surfaces in conversations with people at Meeting.

Where might the meeting need more support or effort from a future leadership structure?

Meeting
DOM
people
need
spiritual
committees
committee
clerking
physical
pastoral
nurturing
workshops
attenders
might
know
things
Concern
clear
feel
time
without
members
youth
person
meeting
process
activity
going
needs
sense
new
work
care
can
older
speak
members
minister
Questions
social
Carolyn
desiring
clerks
regards
learning
identified
oriented
Interest
Earth
comfortable
struggling
information
Specific
authority
Committee
uncomfortable
potential
community
long-term
change
functioning...are
position
experience
encouraged
coach...Linda
Nominating
depository
infringing
immediately
member/and
small
makes
handled
focal
employee
plant
legal
Need
current
lives
part
paid
list
point
job
needed
life
first
link
hub
family
provide
encourages
also
much
Leader
others
concern
don't
great
issues
find
message
vision
seem
misses
effectively
questions
supported
keeper
tasks
spiritual/intimate
something
grounding
bring
understanding
figure
individuals
Friend
telephone...are
depending
Reflection
statements....are
work...we
larger
moving
relationship
preparing
keep
functioning
besides
responsibility
whose
guidance
clearing
confidence
coordinated
connection
house
important
newer
facilities
skills
including
environment
coordination
Larrabee
nurturer
liaison
attendees
instruction
trained
structure
relationships
Quaker
FGC
Arthur
looking
efforts
tasks
facility
offer
Care
One
Home
commonality
online
central
individual
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Nurture depth
Send
caretaker
missing
focus
look
think
like
Clerk
big
names
job
point
paid
list
Need
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