

AGREEMENT FOR COLLABORATION BETWEEN SENIOR MINISTRY AND SMALL GROUP MINISTRY

Preface

*Given both task forces propose to serve the SFBC community by advancing the value of helping members be seen, heard, acknowledged and supported; *And given both seek to advance spiritual growth and development across the lifespan;
*And given both seek to do this through an anti-racism framework which maximizes the welcome of BIPOC members and friends and the inclusivity of BIPOC members in leadership;
*And given both include support of pastors through the identification of pastoral care needs;
*And given the call to stewardship of SFBC resources in meeting such goals, we agree to the following:

- 1- Each task force will continue with the plan to request one pastor to provide oversight to their ministry. (Ideally, the same pastor would provide oversight of both.)
- 2- Each task force will continue with the plan for a volunteer advisory body.
- 3- The task forces will share a full-time paid Administrative Coordinator, who will work with both advisory bodies and oversight pastor(s) to ensure program development and success.
- 4- The task forces could also share a Companis Volunteer and seminary or other interns, under the supervision of the coordinator, but decisions about that can be left to the Administrative Coordinator and the advisory groups in the future.
- 5- The Caring Community part of the Senior Ministry proposal will fall under the umbrella of the Small Group Ministry as an ongoing group like the Hospitality Volunteers. The details of this, too, can be left to the Administrative Coordinator and advisory groups to hash out.

PASTORAL TRANSITION

The Pastoral Transitions Task Force is working fast this month and next to make up for lost ground over the summer. We are researching and interviewing and drafting things all at the same time to make a pace that will complete this work. Currently the group is interviewing pastors and academics who have worked on co-pastor models and researching current best practices on these models. We are also drafting a job description that will be modified to fit the model recommendation. The group has had continued conversation with the Anti Racism Task Force to further unpack the harm that was done from this task force during a springtime congregational meeting. The Pastoral Transitions Task Force stated that it supports pursuing a BIPOC pastor and that it should be done in alignment with the congregation's anti-racism initiatives and that the church needs to develop ways to support existing and future BIPOC pastors and staff in the church as it grows into anti-racism work.

GOVERNANCE

The Task Force met through the summer and is now meeting weekly in an effort to complete work on rewriting the Bylaws. A new streamlined governance model has been proposed to the Diaconate. All of the group's work will be discussed with the congregation at the upcoming Open Forum in November. Any changes to the bylaws must be approved by the Congregation. The Task Force plans to present their work for approval at the Annual Meeting in January.

FACILITIES

Gearing up after our August sabbath break and following the timeline we received at our July meeting with the program office. We are working on being able to "tell the church's story" both to the congregation and outside entities we enlist for help. We will meet on Oct 12 with Alex Rolluda (contact of Danny's) of Rolluda architects (many BIPOC projects) and our next meeting on Oct. 26 will highlight a discussion with Meriwether Advisors, who worked with the parking committee pre-pandemic to connect us with ACC. On Oct 8 Gary Davis gave a short update to the congregation.

ANTI-RACISM

Summary	<p>Our task force is down one member. Lupe Carlos left SFBC because of continued racist comments made in his presence. This was a blow to our committee, and we spent much time in September processing this loss. The ARTF decided we would work on process for SFBC to follow when racist acts or comments are made and cause harm to church members.</p> <p>We also reviewed work of Governance TF and planned a meeting with Pastoral Transition TF for October 3, 2021.</p>
Next Steps	<p>Meet with Pastoral Transition TF. Work on a process to follow when racist comments or acts are made.</p> <p>Recommend a statement on equity at SFBC.</p>
Budget needs	<p>None, other than the continued contract with Pastor Jennifer Ikoma-Motzko</p>
Road blocks/issues	<p>No process to follow when hurtful racist comments are made. Need for a consultant to work with congregation and leaders on privilege and racism at SFBC.</p>