

Emily Provance eprovance@hotmail.com quakeremily.wordpress.com

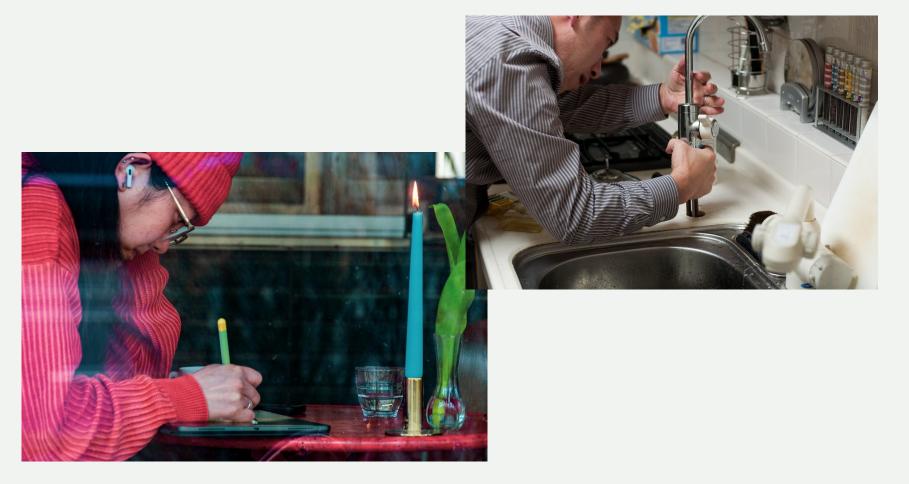
Why might we do this?

- It's hard to fill all the committee positions we have.
- A vital role is sitting empty, such as clerk or treasurer.
- We want to recognize and nurture the gifts of people who work full time, who are raising children, or who are going to school.
- The Meeting feels spiritually dry.
- We're having trouble finding the energy to do ministry in our neighborhood community.

Focus on people, gifts, and leadings.



Focus on people, gifts, and leadings.



Focus on people, gifts, and leadings.



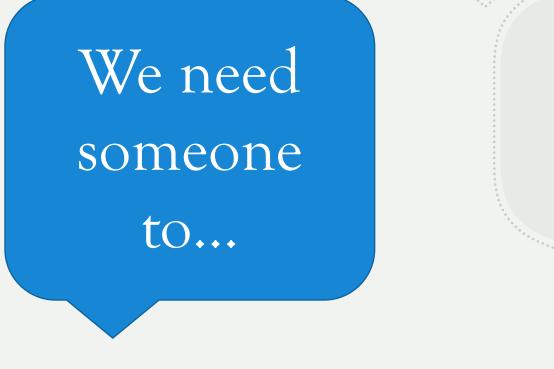
We need a clerk!

We need

someone

to...

- Keep track of what's going on in the meeting committees
- Ask, remind, and nag committee clerks for reports and agenda items
- Assemble an agenda for meetings for business
- Anticipate potential reactions to meetings for business and do behind-the-scenes work
- Appear on time and reliably for meetings for business and listen without being distracted
- Introduce items of business, including their history
- Hear and articulate the sense of the meeting
- Follow up promptly on all matters requiring clerk's signature, etc.
- Occupy a visible leadership position in the meeting and care for things that are "no one's job" in particular



- Keep track of what's going on in the meeting committees
- Ask, remind, and nag committee clerks for reports and agenda items
- Assemble an agenda for meetings for business
- Follow up promptly on all matters requiring clerk's signature, etc.



- Anticipate potential reactions to meetings for business and do behind-the-scenes work
- Appear on time and reliably for meetings for business and listen without being distracted
- Introduce items of business, including their history
- Hear and articulate the sense of the meeting
- Occupy a visible leadership position in the meeting and care for things that are "no one's job" in particular

Spiritually deep and long-time member of the meeting

- Keep track of what's going on in the meeting committees
- Ask, remind, and nag committee clerks for reports and agenda items
- Anticipate potential reactions to meetings for business and do behind-the-scenes work
- Occupy a visible leadership position in the meeting and care for things that are "no one's job" in particular

Really good with people, loves social connection

- Assemble an agenda for meetings for business
- Introduce items of business, including their history
- Follow up promptly on all matters requiring clerk's signature, etc.



- Appear on time and reliably for meetings for business and listen without being distracted
- Hear and articulate the sense of the meeting

Gifted listener and discerner

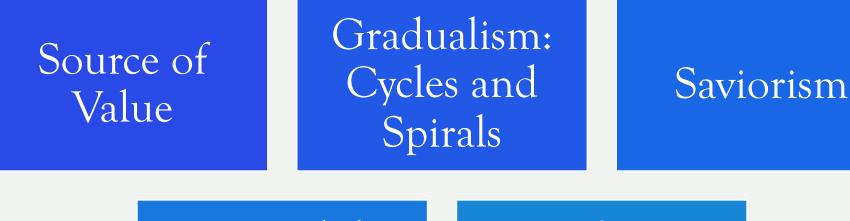
Use the whole toolbox.

- **Committees** Great for things that need to be done repeatedly or in perpetuity; appointments by nomination; specific charge; difficult to lay down
- Working groups Great for concerns when we don't know the specific tasks; appointments by volunteers; sometimes there is mission drift
- Task groups Great for temporary work; appointments by volunteers or in-the-moment choosing; specific charge by minute; automatically laid down when work is done
- Volunteer roles Great for things that just need doing; temporary, rotation, or semipermanent; can be reorganized fairly easily; can become mini-domains
- **Staff** Great for tasks that take a lot of time or that the group can't do; this is ministry released by financial support

What about staff transitions?

- The Quaker perspective on staff is *released ministry*. We trust our staff to do the work they've felt called to do that we have asked them to do, and we support them in it.
- Start with tasks and gifts. Remember the "ideal" job description will change as the community changes.
- But this is also an employee relationship. What level of compensation and service represents justice?

Change might be hard.



Responsibility to Spiritual Ancestors Confusing Concerns with Leadings

Questions for Discussion:

- How do you, or how could you, let every person in your community know that they are valued?
- What is one thing you find scary and one thing you find hopeful about today's conversation?

Additional Resources

- <u>"The Calcification of Committees</u>" a blog post about why it's important to use multiple approaches to work, rather than always defaulting to committees
- <u>"Revamping the Job Descriptions</u>" a blog post giving an example of the tasks-notroles approach
- <u>Essays on the Quaker Vision of Gospel Order</u> in particular, the chapter on community stewardship of our spiritual gifts provides an entirely different way of looking at service to the meeting
- <u>Transitions: Making Sense of Life's Changes</u> a book about change in general and how we navigate it