

Trinity Baptist Church
Elder Meeting Agenda
February 2, 2010

The pizza: artichokes, prosciutto, sausage, olives

Attending: Keith, Fred, Tim, Ross

Prayer

- Drucker's 5 essential questions: we'll be reading the book and using its contents to drive the brainstorming at the leaders' retreat, we should read it ASAP so that we can talk about it 10 days after Keith gives it to us (talk about it on a conference call)
- Town Hall Mtgs: the most recent town hall went well, the only real sticking point was with people wondering why we are changing from our position of 6 years ago, otherwise people didn't seem to have any major problem; at the next town hall meeting we should have a visual of the ballot so that people can see how the voting will be done; Fran is looking in to how the absentee balloting is to be done; we need $\frac{2}{3}$ of the congregation to pass it; the next is on March 21st, the topic will be the shift of Trustee responsibility to the Elders
- Name Tag Update: Roy is working on a template that will be a Trinity specific name tag, also looking in to a peripheral that would generate the name tags, these should be semi-permanent name tags, leaders would have not just the name but also their leadership role, we are hoping to have these in place by late spring
- Leadership Retreat: the Peace Maker presentation is in process for the retreat; we want people to take away that this is what we are about at Trinity, healthy relationships; there will be 3 times of worship, also communion at the end
- Good Sense: Tim has spoken to Michael, the materials are in hand, they are shooting for a Saturday session in May, they will need to build up to it to raise interest, they will do it together
- Love and Respect Seminar: Fred has spoken to James, perhaps do a Friday/Saturday, it does not necessarily need to be for couples, it is more basically about relationships, we could have the authors come in and present it, there needs to be additional processing, the church needs additional equipping in relationships; this will be done probably before the end of June
- O.K.R's (1 obj. + 3 key results): objectives and key results, from an article by Tim (see addendum #1 below), this will tie in to the Drucker reading
- Rwanda: Samantha is meeting people in some VERY difficult circumstances; the Kilimanjaro bit won't be done again because it clouds purpose of trip, ex: all of the money generated by the Chicago marathon went to Rwanda, not so with the mountain climb, people need to raise \$6k and \$1k of it will go to the Rwanda fund, not good for the partnership, it is a bit of a boondoggle; Fred will talk to James about this to find out where he's coming from; next month Jamie will come to the Elders meeting to talk about the future of the ministry
- Sunday service feedback: some felt this past Sunday was a "B" service; in the future Keith will make sure that he preaches when it is an unplugged service; Keith will continue to work with James on his sermons; Fred suggests that for 4 - 6 weeks James & Keith switch roles, no plans to do so for now
- Mentoring of men: Tim met with Lee last night, Keith will talk to his guy this week; Fred is going to meet with Dave & Joe, Ross will speak to Edwin at the Pasta Bowl
- This weekend Keith will be speaking at a church in West Orange, we need to pray for Keith and DeeAnn as they minister there
- Coffee hour: Keith is being really intentional in focusing on community building with the staff, prioritizing this in the budget, the renovation should help to reinvigorate the capitol campaign; the consolidation of James' & Fran's space is moving forward, Keith will help deal with any obstacles; the changes being made won't create more space, but will set us up for the future when we can reclaim more of the fellowship hall
- Elder growth: Fred has asked his accountability group to help him track with objectives; Tim is dealing with the problems of life in the US and in the church (we need to pray for him in this); Keith is weary from problems within the church and in life (its February) and wants for our church to be as open as the gates of heaven; Ross is going to attempt to memorize Colossians and is wrestling with God over Meg's seizures

- Haiti: this has become a bit complicated, see addendum #2 below
- Membership: we need to look hard at our membership requirements (not the process); how do we deal with the fact that there are a lot of people that we won't allow into the church but we will spend eternity with them; we need to clarify what the requirement should be: salvation through the death of Jesus on the cross and nothing else; how will that change the way our church functions? Next month we will look closely at the membership requirements
- We have reviewed Lenise's application for membership and we approve her; Ross will notify Darryl
- Rex: let some women at church know that their friend was dressed in a provocative way, Fred is asking if there was a better way to do this; he should have asked an older woman that is able to speak to the younger women; Keith spoke to him about this
- Should we be involved in micro-financing? John Yantis could use a \$2k piece of web design software, we could buy him the software with the stipulation that he revamp Trinity's web site, Keith will call Roy on this
- "Don't Walk By" was really successful, really well organized, 272 volunteers, over 200 homeless helped
- Congolese church is still meeting, going fine
- Next meeting is the first Tuesday in March (the 2nd)
- We need to prep the Trustees that the amendments to the church governance may not pass and they will need to continue operating as they are
- Prayer

Addendum #1

From: "Tien, Timothy" <Timothy.Tien@bmo.com>

Date: Mon, 1 Feb 2010 09:06:32 -0500

To: Fred Atkins <fa82@att.net>, Ross Queener <Ross.Queener@uscm.org>, Keith Boyd <Keith@TrinityNY.org>

Subject: leadership & mgmt piece, which I really liked, and a fast read

<http://www.nytimes.com/2010/01/31/business/31corner.htm?pagewanted=1>

Some excerpts:

Q. What are the most important leadership lessons you've learned?

A. ... even today when I play in Sunday-morning soccer games, I can literally spot the people who'd probably be good managers and good people to hire.

Q. Based on what?

A. One is reliability, the sense that they're not going to let the team down, that they're going to hold up their end of the bargain. And in soccer, especially if you play seven on seven, it's more about whether you have seven guys or women who can pull their own weight rather than whether you have any stars.

So I'd rather be on a team that has no bad people than a team with stars. There are certain people who you just know are not going to make a mistake, even if the other guy's faster than them, or whatever. They're just reliable.

And are you a playmaker? There are people who don't want to screw up, and so they just pass the ball right away. Then there are the ones who have this kind of intelligence, and they can make these great plays. These people seem to have high emotional intelligence. It's not that they're a star player, but they have decent skills, and they will get you the ball and then be where you'd expect to put it back to them. It's like their head is really in the game.

Q. What else is unusual about how you run the company?

A. John Doerr

<http://topics.nytimes.com/top/reference/timestopics/people/d/john_doerr/index.html?inline=nyt-per> [the

venture capitalist] sold me on this idea of O.K.R.'s, which stands for objectives and key results. It was developed at Intel

<http://topics.nytimes.com/top/news/business/companies/intel_corporation/index.html?inline=nyt-org>

and used at Google

<http://topics.nytimes.com/top/news/business/companies/google_inc/index.html?inline=nyt-org> , and the

idea is that the whole company and every group has one objective and three measurable key results, and if you achieve two of the three, you achieve your overall objective, and if you achieve all three, you've really killed it.

We put the whole company on that, so everyone knows their O.K.R.'s. And that is a good, simple organizing principle that keeps people focused on the three things that matter — not the 10.

Then I ask everybody to write down on Sunday night or Monday morning what are your three priorities for the week, and then on Friday see how you did against them. It's the only way people can stay focused and not burn out. And if I look at your road map and you have 10 priorities for you and your team, you probably don't know which of the three matter, and probably none of the 10 are right