

Main Question: What church and leadership structures as well as leadership strengths -- in staff and membership -- are needed to be a more beneficial presence in the university neighborhood?

- A lot of experience working this area
- Individuals feel strong calling to a particular project -- others join and support
- Look at individuals gifts -- inventory (strengths, Myers-Briggs, etc.)
- Streamlined structure that is inclusive
- HPBC -- 9 members of ministry council, each in charge of larger area; models allows people to join group more easily
- More emphasis on ministry vs. operational
- Map gifts of congregation, mine data
- Consult with someone who does this all the time
- Provide more information by phone, with easier access
- Professional counselor/social worker available (could partner with UT's social work school and/or local seminary for interns)
- Rethink combination of music and outreach; hire extrovert to focus on outreach
- A less complicated structure (Is UBC overstaffed?)
- Leverage university for things we might not have skill with
- Structure where more leadership comes from laity/deacons
- Emphasize presence of church members when other events happen at UBC
- Avoid micromanaging, build trust -- respect passion of others
- Establish mentorship program to prepare new leaders in the congregation

Sub-question: What qualities are needed in leadership (staff and membership)?

- Responsive
- Patience
- Theological/academic training (pastor)
- Clinical pastoral education (pastoral staff)
- Training for the role (all staff)
- Hearts for reconciliation (all staff and laity)
- Discernment, openness to Spirit
- Flexibility
- Balance
- Passion
- Visible Christian love
- Community activist (covered in staff and laity, not all)
- Not suffering from groupthink (different perspectives, not insular)
- Strengths match needs/role
- Ability and willingness to compromise

- Humility
- Courage (heart)
- Curiosity
- Innovative
- Ability to listen
- Servant mentality
- Encouraging
- Respectful
- Decisive
- Partnering
- Not being a micromanager
- Empowering
- Present
- Caretaker of institutions and affiliations