

Bridge Support Team
Progress Report 10/12/2017

After sifting through Tom's household interview materials, the Bridge Support Team (BST) believes that the congregation's central task is to wrestle with our shared understanding of, and commitment to the creative tension between function and relationships, exemplified in the following ways:

- From its earliest days, the congregation centralized small groups within our organizational structure. As the congregation has continued to grow, more organizational structure has evolved to ensure the many and varied tasks of the congregation are completed. This higher degree of structure feels different from the days when there were fewer participants.
- Assembly continues to treasure and emphasize quality relationships. Our collective challenge is to nurture quality relationships while also managing the variety of tasks and responsibilities effectively.
- We continue to value broad lay involvement in the life of the congregation, yet we acknowledge that the size of the congregation also calls for a certain level of expertise and facilitation in order for all the parts to function smoothly together.

As a way to address this tension, BST is preparing some discussion material for the congregation to help us collectively discern how the small group experience can/does and cannot/does not creatively hold this tension between function and relationships. We believe developing consensus regarding our expectations for small groups will be a significant step towards helping determine what additional adjustments need to be made in the staffing or structural life of AMC for it to continue to serve both its members and community faithfully.

The ultimate goals of the bridge work are to:

1. develop pastoral job descriptions (and FTE) for Assembly going forward
2. consider what kind of additional staffing AMC may need (if any)
3. suggest any possible modifications to the decision-making process
4. recognize the budgetary implications of goals 1-3