

In the Loop

A Summary of the English Commission Meeting on September 21, 2021

**SF Presbytery Report**

1. The Mission, Vision and Leadership Committee (MVL) will convene in October to discuss staffing of the presbytery such as the current three-person transitional leadership model.
2. The second round of COVID-19 emergency grant funds has been allocated. There are no plans to offer additional grant aid.

**Committee and Other Reports**

1. Mission and Evangelism
  - a. The Peace & Global Witness Offering will be collected on October 3<sup>rd</sup>, World Communion Sunday. The offering supports ministries that work for reconciliation and facilitate healing. Half of the offering goes to the national church addressing these issues around the world and for the Presbyterian Peace Making Program. 25% stays with the local church and 25% goes to mid councils at the regional level for peace and reconciliation work.
  - b. Food Pantry
    - 1) The pantry continues to grow in demand and serves 184 participants.
    - 2) There appears to be less food available for distribution. Grocery bags are now filled with 7-8 items, not 12-13 items as in the past.
    - 3) Volunteers are needed to fill the gap created as young adult volunteers have returned to in-person school and work. Susie Wong will reach out to the Mandarin community for support. Cantonese language skills are needed too.
  - c. Christmas Gift Project – CCDC recommended that the church designate our Christmas gift giving this year to the children who reside at Ping Yuen or other buildings managed by CCDC. SRO children will be covered through another source of gift giving.
2. Resource
  - a. Church Mutual Insurance – The deficiencies identified in the risk assessment report have been corrected. Dave Chan and Winchell Quock worked to resolve the issues and obtained approval from the insurer.
  - b. Call for Volunteers - Terry Leong graciously answered the recent call for volunteers to help Dave Miller with worship production and visual aids preparation.
  - c. Parking at Cameron House - The three commissions received a letter of reminder that the *CH Parking Lot and Side Yard are for the purposes of CH programming, staff and events hosted at 920 Sacramento Street. Parking for events and activities at the Presbyterian Church in Chinatown can be requested and we will accommodate when possible. Access to the parking lot for all users is a privilege and not a right. CH programs and related events will take priority over other requests.*
  - d. Chinatown Subway Station
    - 1) Winchell Quock and Rosa Chen of CCDC continue to work collaboratively on resolving issues such as damages incurred during construction.
    - 2) PCC representatives participated in a tour the Chinatown station that included visits to the 2<sup>nd</sup> floor public terrace, underground police

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substation, and the streetcar platform located 100 feet below Stockton Street. Rev. Norman Fong arranged the tour attended by Mildred Hall, Carl Jew, Cindy Joe, Rev. Don, Rev. Ronnie, Pastor Hao and other representatives of PCC. The Municipal Transit Authority (SFMTA) welcomes the PCC to schedule additional hard-hat tours as the construction phase of the project wraps up.

### **3. Worship & Nurture**

- a. Tea Time – The Commission thanks Rev. Greg Chan for stepping in to host Tea Time in recent months.
- b. Worship in the Park – The committee affirmed the importance of providing an alternative whenever an event or activity is scheduled to which not everyone can attend. (Dave Chan and Pastor Don recorded a shortened worship that was broadcast at the same time as the outdoor service.)
- c. World Communion Sunday – PCC agreed not to have an all-church trilingual celebration of World Communion Sunday this year. The English worship service will celebrate it separately.

### **4. Nominating**

The committee has worked intently to prepare a full slate of nominees in advance of the English Worshiping Community annual meeting scheduled for October 31.

### **5. Treasurer's Report**

For the month of August, \$16,267.30 was received in gifts and \$15,832.79 was spent resulting in a positive variance of \$434.51. The year-to-date budget has a positive variance of \$1,891.92 plus the prepayment of the per capita expense.

## **Old Business**

### **Matthew 25**

- a. The English Worshiping Community of the PCC is now registered as a Matthew 25 community. For more information, visit:  
<https://www.presbyterianmission.org/ministries/matthew-25/congregations-and-mid-council-map-2/>.
- b. Standing committees of the English Commission (M&E, Resource, W&N) and the Board of Deacons will be tasked with reviewing Matthew 25 educational resources (including the task force recommendations) and discussing how the Matthew 25 mission intersects with each committee's areas of responsibility.

## **New Business**

### **1. Pastor's Annual Review**

- a. The elders reviewed Pastor Don's portfolio of work that included representative samples of work performed in his second year of interim ministry. In addition to the portfolio, confidential peer interviews were conducted by the personnel committee that generated external feedback from colleagues such as Rev. Ronnie Kaan, Pastor Guo Hao, Michael Lee – Cameron House, and Rev. InHo Kim – Presbytery of San Francisco.
- b. *The Five Developmental Tasks* – This article is a standard component of the Interim Minister's contract with the Presbytery of San Francisco that begins with: *There are five developmental tasks referred to in Alan Gripe's The Interim Pastor's Manual and Loren Meade's Critical Moment of Ministry: A Change of Pastors, an Alban Institute publication. Most congregations are not aware of these tasks or do not*

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*know how to address them. Unless all five are addressed during the interim time, the next installed pastor is almost sure to have significant difficulty during the first two years.* To complete the review of the second year of interim ministry, the Commission engaged in a discussion about the 5 developmental tasks of a congregation in relation to the interim ministry of Pastor Don and reflected on how we (including pastor, elders and community) are doing preparing for the next installed pastor.

2. Sick Leave Policy

After a review of California and San Francisco statutes on minimum sick leave benefits for employees, the 1997 personnel guidelines of the PCUSA and the policy of the Office of the General Assembly PCUSA, the Commission referred the task of sick leave policy development to the Personnel committee for further study and recommendation.

**Calendar Dates**

October 3	World Communion Sunday
October 3	Peace and Global Witness Offering
October 5	M&E and W&N Committees
October 10	Resource Committee
October 12	Mission Study (MST)
October 19	English Commission
October 24	Board of Deacons
October 31	EWC Annual Meeting
November 2	M&E and W&N Committees
November 7	Annual Congregational Meeting
November 14	Hunger and Homelessness Sunday
November 14	Resource Committee
November 14	PCC Session
November 16	English Commission
November 22	Pastor Don will be on vacation through Sunday, November 28.
November 25	Thanksgiving Holiday Observance
November 26	Thanksgiving Holiday Observance
November 28	<i>First Sunday of Advent</i>
November 28	Board of Deacons

## **THE FIVE DEVELOPMENTAL TASKS**

The five developmental tasks referred to below appear in Alan Gripe's *The Interim Pastor's Manual* and Loren Meade's *Critical Moment of Ministry: A Change of Pastors*, an Alban Institute publication. Most congregations are not aware of these tasks or do not know how to address them. Unless all five are addressed during the interim time, the next installed pastor is almost sure to have significant difficulty during the first two years.

### Coming to Terms with History

The congregation that would be free for the future needs to understand where it came from. Releasing the congregation from the inappropriate and crippling power of the past is a developmental task to deal with during the interim. Pastors themselves are often caught up in these feelings and do not always have the psychological distance to "let go" of the people.

### Discovering a New Identity

Congregations often discover that they have been dealing with a myth that puts them out of touch with what they have become and with their world. A congregation which comes through the vacancy process well, emerges with a clearer sense of its own identity, who it is in relationship with the world and what it dreams of being and doing.

### Shifts of Power

When the pastor leaves, potential leaders feel a call to take on more active roles. New centers of power in the congregation coalesce. This can be quite healthy, but it often causes uncertainty, if not discomfort, among the old lay leadership. It can be a most positive moment in the congregation when it is possible to re-examine commitments and ministries.

### Rethinking Denominational Lines

A congregation's relationship with the denomination is flavored by the pastor's passions or prejudices. When the pastor leaves, opportunities open for new and creative relations to develop between the congregation and Presbytery. Unless both the Interim Pastor and Presbytery are aware, alert and responsive to this dynamic, the Session and congregation may lose a valuable opportunity for growth.

### Commitment to New Leadership

The congregation will have finished its developmental work only when it is ready to make a commitment to new leadership and a new future. There is a personal dimension to this task; it relates to the congregation's readiness to give up a pastoral relationship with the former Pastor, and with the Interim Pastor as well, and to commit itself to a new covenant with the new leadership, the one to be nominated by the Pastor Nominating Committee.