

ALL-STAFF MEETING notes // 9.11.19

WORSHIP

PRAYER

We're into the Bs now!

EXECUTIVE PASTOR UPDATE

Leadership structure. Working on reconfiguring leadership structure. What was formerly the ministry staff (Scott, John, Chris, Jen, Jared, Jim, Katrina, Robert) is now the leadership team. Doing a 6-month trial period. Collaborative, decision-making. Other teams/organizational structures will be developed over time. Patience appreciated.

September is a busy month: RIOT, Highlife, Beach Jam, YAM rafting, women's and men's studies, men's breakfast, CGroup training, Family Movie Night, Family potluck and meeting, 7 Days of Prayer all are happening.

Elder report. Elders are working on budget, strategic planning, land and facilities (like the south wall repair), among other things.

Worship pastor. A job description and application process is in the works. The goal is to make the opening available in October and have someone in place in January or thereabouts. Finances are a big variable in this.

Value statements. We read a few of the in-process value statements. John will email all of them so everyone can have a copy and give input. Chris, Jim, and Robert are the pointmen on this.

CONFERENCE

Made to Minister Conference at Salem Heights, October 11-12. Tracks on Biblical Counseling, Counseling as Discipleship, and Depression and Suicide. See Jen (or the handout) for details.

MANDATORY REPORTING TRAINING

This is the first of many discussions/training on abuse, how we can help prevent it and keep the most vulnerable safe. This is the starting point; we hope in five years to be leading the way in our community. John is forming an advisory team of law enforcement and others qualified to develop our training. It will probably always be a work in progress so we're always improving, always doing this well.

We watched the DHS video and discussed Morning Star's suspected abuse handout and incident report form. Everyone also received a copy of the DHS "What You Can Do About Child Abuse" book. Everyone signed a form that training had been completed. **If you weren't able to be at the meeting, get in touch with Candy or John about a time when you can be trained.**

Questions. Here are answers to some questions that were asked.

- No statute of limitation regarding abuse.
- Confidentiality is important. You, your direct supervisor, and John, Candy, Scott, and Elders, DHS and/or law enforcement are the only ones who may need to know. Issues are discussed with no others.
- When reporting, report on the basis of your role at the time (i.e., if you're a RIOT volunteer but also serve on the maintenance staff, and you become aware of something at RIOT, report to Robert as your direct supervisor rather than James).

- It's ok for volunteers who are mandatory reporters due to their profession to make a report to DHS and/or law enforcement without you present. They do need to fill a Morning Star incident report form as well.
- If, when hearing about suspected abuse, someone tells you a report has already been filed, believe them if they're a mandatory reporter. If they're not, ask who filed the report and when. Record this on your incident report form.
- Follow up and pastoral care will be developed for those involved in suspected or real abuse: for the victim, the victim's family, for the perpetrator.
- Regarding suspicions about staff or volunteers: if something creeps you out or doesn't seem quite right, talk with John, Candy, Scott, or an Elder. No one else.
- If you have updates on a situation you have already reported, let Human Resources know. We want to keep accurate records.