

The Way Forward Committee Report

10 November 2021

The focus of this meeting was to start the prioritization of the items that came out of our earlier meetings. A summary of this work is included on the attached spreadsheet, and some additional comments made during the process are noted below.

We decided that the best way to approach this was by assigning each item a level:

S-Short term or within 3-6 months

M-Medium term or within 6-12 months

L-Long or after 12 months

O-Ongoing for items that require frequent or occasional attention/reassessment.

DONE is for items have been completed

NA is for items that are no longer applicable and their text is also struck out

Another idea for a service project was creating Ziplock bags for the homeless that included much need items such as toiletries, underwear, socks.

A workday is something that would get people out and together working toward a common goal, beautifying or maintaining the property and encouraging ownership.

A possible way to attract more members (especially younger folks) may be to focus or feature FCNL programs.

Cece is going to see if Playback Theatre would be interested in further us of the worship space and if she can identify any therapists who might need a part time space.

We should make an end of year appeal for donations.

Way Forward Committee Summary

All Items

Category	Sub-category	Type	Item
Physical Space	General	Comment	We treasure the property, it has helped bring us together and given us options and opportunities
Physical Space	General	Comment	Even in these times, it can let us see and hear each other in person
Physical Space	General	Comment	Feel more connected when we're there, more like a unified body
Physical Space	Accessibility during COVID	Action	Reconsider masking requirement if things improve – consider vaccinated only attendees
Physical Space	Accessibility during COVID	Comment	COVID is here to stay so hybrid option is going to need to be available for a long time
Physical Space	Accessibility during COVID	Comment	Still have high level of concern due to Florida and Hillsborough statistics
Physical Space	Accessibility during COVID	Comment	Everyone seems to care about what everyone's experience is with live and virtual That is important and appreciated!
Physical Space	Accessibility during COVID	Comment	We need to encourage higher levels of participation – regularity and repetition is important
Physical Space	Accessibility during COVID	Action	Consider service projects in conjunction with worship
Physical Space	Accessibility during COVID	Action	Friday Art Group is a great way to get more involvement
Physical Space	Accommodating Hybrid	Comment	Really appreciate the hybrid model
Physical Space	Accommodating Hybrid	Comment	Need to keep the MH open now that we've reopened (for continuity and to minimize confusion for visitors)
Physical Space	Accommodating Hybrid	Comment	Very satisfied with the Zoom experience
Physical Space	Accommodating Hybrid	Action	Should we invest in more/better equipment? Smart Cameras, big screen, more mics and audio system?
Physical Space	Accommodating Hybrid	Comment	It's OK to have live OR Zoom events – people don't believe it would be perceived as exclusionary
Physical Space	Accommodating Hybrid	Comment	What carries us is that we care about each other, now how we meet
Physical Space	Outside Space	Action	Start using it ASAP
Physical Space	Outside Space	Action	We could take advantage of outside space more, events and programs that bring us together, start with some worship
Physical Space	Cleaning and Grounds	Action	It's important to have buy in and ownership, so volunteering for maintenance is best but it is easier to hire someone
Physical Space	Cleaning and Grounds	Action	Might be good to use Pendle Hill model – everyone must sign up for some job or project – everyone contributes time – could try a Google doc share
Physical Space	Cleaning and Grounds	Comment	Physical work is just as important for the Meeting and community as financial contributions
Physical Space	Cleaning and Grounds	Action	There should be a regular schedule and an expectation the everyone contributes
Physical Space	Cleaning and Grounds	Comment	Ablebodiness is a concern – a lot falls to a few
Physical Space	Reserves	Action	Define reserve components (ie roof, A/C) so that everyone knows where the reserves are committed to and to show this isn't just a slush fund – it is for real future expenditures
Physical Space	Reserves	Action	Have separate reserve funds for each item – it can be built up over time as needed
Physical Space	Reserves	Action	More members = more donations – but how do we research, identify, and attract them?
Physical Space	Reserves	Action	Are there any COVID funds available for places of worship?
Physical Space	Income Possibilities	Action	Grow membership
Physical Space	Income Possibilities	Action	Create Financial committee to come up with ideas for generating income
Physical Space	Income Possibilities	Action	Ask for donations, legacy planning, recognize donors, transparency
Physical Space	Income Possibilities	Comment	Some appreciate that our focus has always been on spirituality without pressure on money like some faith groups
Physical Space	Income Possibilities	Action	Need to be able to make/take online contributions – more contribution options are good!
Physical Space	Income Possibilities	Action	More outreach with a regular timeframe
Physical Space	Rentals	Action	Professionals on a part time basis (need to accommodate AA)
Physical Space	Share with other Faith orgs	Action	Identify, contact, and negotiate
Physical Space	Concerts/Events	Action	Concerts, events
Physical Space	Concerts/Events	Action	These are good, but it would be better if they were more regular
Physical Space	Selling Property	Comment	Are we clinging to the idea of this physical space
Physical Space	Selling Property	Action	Should we consider selling it?
Physical Space	Selling Property	Comment	Need to approach this challenge head on, with 100% transparency, and eyes wide open!
Supporting the Meeting	Growth	Action	Stay in better contact with folks, especially occasional attenders
Supporting the Meeting	Growth	Action	Be active in other faith groups/causes
Supporting the Meeting	Growth	Action	Hold events at the Meetinghouse
Supporting the Meeting	Growth	Comment	It can be hard for newcomers to “break-in” to meeting unless you've done your research and know where you are spiritually

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Supporting the Meeting	Growth	Comment	Sometimes a newcomer may feel guardedness and lack of trust or belief about whether they're in the right place (by the members) - this can show up as defensiveness
Supporting the Meeting	Growth	Comment	Lots of strong personalities and viewpoints can come across as a lack of cohesiveness about beliefs
Supporting the Meeting	Growth	Action	Need to show that this is actually a strength and that we are accepting of varying opinions and beliefs and we need to be sure to make space for this (exercise with 3 people answering a question)
Supporting the Meeting	Growth	Action	Don't proselytize, show that we walk the walk
Supporting the Meeting	Growth	Action	Have to find ways to let people know we are here!
Supporting the Meeting	Growth	Action	More time after Meeting for sharing - breakout rooms, Quaker in the corner, etc.
Supporting the Meeting	Growth	Action	Less details in the announcements - give enough info to communicate what's happening, but then offer to give more information to anyone interested afterwards (ie don't force things on them in captive audience)
Supporting the Meeting	Growth	Action	Maybe solicit more 12 step programs - this gives us service to our community, eyeballs, and some income
Supporting the Meeting	Growth	Action	The Newsletter could be better used to talk about "work" people are doing
Supporting the Meeting	Growth	Action	Blogs can do this as, with short intro/pointer in the Newsletter
Supporting the Meeting	Growth	Action	Re-engage with Social Media
Supporting the Meeting	Growth	Action	Make sure we don't "try too hard" with visitors - we really need to practice our LISTENING vs. talking skills with newcomers
Supporting the Meeting	Contributions	Action	Newsletter ask
Supporting the Meeting	Contributions	Action	Online Contributions
Supporting the Meeting	Contributions	Action	Bring up donations box at close of meeting
Supporting the Meeting	Contributions	Comment	Need to have a balance between education and badgering
Supporting the Meeting	Contributions	Comment	Small amounts or incremental increases are very helpful
Supporting the Meeting	Contributions	Action	SEYM Money may be available if needed
Supporting the Meeting	Contributions	Action	Allow people to make targeted donations
Supporting the Meeting	Contributions	Action	Ask individually about contributions
Supporting the Meeting	Contributions	Action	Be transparent about givers - not necessarily names but number of folks and amounts
Supporting the Meeting	Contributions	Action	Provide a breakdown of categories of use ... ie Worship, Children's Program, Concerts, Outreach, etc.
Supporting the Meeting	Contributions	Action	Ask folks about ongoing and/or legacy contributions
Supporting the Meeting	Time	Comment	Great for folks who can't contribute money
Supporting the Meeting	Time	Comment	Not instead of money ... in addition
Supporting the Meeting	Time	Action	It's our responsibility to find out what people can do and then breakdown task to allow folks to volunteer time to complete those items
Supporting the Meeting	Time	Action	Have sign-up lists and present them with the expectation that people all contribute time
Supporting the Meeting	Committees	Comment	What is a functioning committee - engaged, focused, meet regularly, report back to Meeting
Supporting the Meeting	Committees	Comment	Maybe fewer committees with a flow of topics based on needs and attention - kind of a corporal body scan
Supporting the Meeting	Committees	Comment	Committee of the whole
Supporting the Meeting	Committees	Action	Need to make sure to separate out Ministry and Counsel aspects wrt pastoral care and confidentiality
Supporting the Meeting	Committees	Action	Need to keep clerking component alive within the committee concept
Supporting the Meeting	Committees	Action	Zoom availability for committees may encourage participation
Supporting the Meeting	Committees	Action	we need to understand what are purpose is, what is our place as a meeting: This helps to engage people - they want to know what our purpose is.
Supporting the Meeting	Committees	Action	Need to make sure folks understand what Quakerism is - education such as Quakerism 101, etc.
Supporting the Meeting	Committees	Action	Need to have issues that people care about
Supporting the Meeting	Committees	Action	They should tie into the testimonies
Supporting the Meeting	Committees	Action	It's important to bear witness
Supporting the Meeting	Committees	Action	Outreach - other communities
Supporting the Meeting	Committees	Action	Get together with past connections
Activism	What to Support	Action	Don't reinvent the wheel, work with groups who are addressing issues we care about
Activism	What to Support	Action	Groups we thought of were HOPE, FCNL, Friends Peace Teams, RSWR (Stamp project or Simple Dinner - mostly need \$\$\$)
Activism	What to Support	Action	Anything someone is led to do - Minute/Letter writing
Activism	What to Support	Action	Be a Witness

Way Forward Committee Summary

All Items

Activism	What to Support	Action	Announce periodically in Meeting that people should bring ideas forward (M&C)
Activism	What to Support	Action	Better support folks who do the actual activism - by participating
Activism	What to Support	Action	Encourage friends to announce their activism and let us know how it went
Activism	What to Support	Comment	Activism is key to our Quaker identity and faith
Activism	What to Support	Comment	May be a way to draw folks to Meeting
Activism	What to Support	Action	Add something on webpage
Activism	What to Support	Action	Activism Minutes - on Take Action Page (website) - maybe make more prominent
Activism	What to Support	Action	Activism pointer on FB - CJH volunteered to do this
Activism	What to Support	Action	Talk to other Meetings, esp. St Pete
Activism	What to Support	Action	Activist churches around us
Activism	What to Support	Action	Metropolitan Ministry type groups (smaller)
Activism	What to Support	Action	Be more diligent about finding out what's going on in Tampa
Activism	What to Support	Action	After/Before Meeting Explanations
Activism	What to Support	Action	Advocacy Groups (FCNL)
Activism	What to Support	Action	Host Informational programs
Activism	What to Support	Action	Groups in MH can participate in Zoom meetings of these orgs.
Activism	What to Support	Action	Invite folks in to speak
Activism	What to Support	Action	Underserved communities (ie LGBTQI)
Activism	What to Support	Action	Healthcare issues for seniors who are alone - advocacy
Activism	What to Support	Action	Perlinas on Busch - Cece/Marjorie
Community	Tampa Friends	Action	Missing you cards
Community	Tampa Friends	Action	Getting to Know You sessions
Community	Tampa Friends	Action	Queries on what people need
Community	Tampa Friends	Action	What are other meetings doing, how are they handling this new reality
Community	Tampa Friends	Action	Have an Opt In program where we call another attender/member to check in
Community	Tampa Friends	Comment	Missing the "intimacy" of face to face contact - "The Meeting is important to me"
Community	Tampa Friends	Comment	Recent Potluck was "an awakening" - felt normal
Community	Tampa Friends	Action	After Meeting Visiting
Community	Tampa Friends	Action	Adult First Day Program "Walking in the World ..." may help with this Adult 1st day program "Walking in the World ..." may help with this
Community	Tampa Friends	Comment	Reminder about how easy it is to get involved (these 3 items above here)
Community	Tampa Friends	Action	Queries to Friends - anything we can offer (vs. need) ... such as mid week check
Community	Tampa Friends	Action	Who should get these queries - Send postcards to touch base and tell them we're meeting - look at last 4 years or so (Karen Putney volunteered to do this)
Community	Tampa Friends	Action	Google Phone Line - transition over next year
Community	Tampa Friends	Action	What are other Meetings doing?
Community	Tampa Friends	Action	Helping families in need from storm damage
Community	Tampa Friends	Action	Tallahassee - community garden - engage with community in surrounding area, Racism discussions
Community	Tampa Friends	Action	St. Pete - connections with community groups and/or allies, mens/womens groups within Meeting, Statewide advocacy, foodbank
Community	Tampa Friends	Action	Film review/discussion
Community	Tampa Friends	Action	Earthcare Climate Change Refugees
Community	Tampa Friends	Action	COVID education, Peace Day event
Community	Tampa Friends	Action	Work with other Meetings more
Community	Tampa Friends	Action	Advocacy Teams (FCNL)
Community	Tampa Friends	Action	More actively support and participate - get info, contacts
Community	Tampa Friends	Action	What are other Meetings doing to support each other?
Community	Tampa Friends	Action	Cards, Contacts, Committees, etc.

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Community	Tampa Friends	Comment	By strengthening our own community, we'll be in a better position to help other Meeting/people
Community	Tampa Friends	Action	Need to get clearer on who we are/what Quakerism is
Community	Tampa Friends	Action	Adult First day program "Walking in the World ..." may help with this Adult 1 st day program "Walking in the World ..." may help with this
Community	Tampa Area	Action	HOPE
Community	Tampa Area	Comment	Cece to do presentation
Community	Tampa Area	Action	Help Black farmers grow food
Community	World	Action	Friends Peace Teams
Community	World	Comment	Cece feels energized and healed when doing something for others
Fun	Connecting	Action	Art/Mindfulness Group - previously Friday Group
Fun	Connecting	Action	Covered Dish - Potluck
Fun	Connecting	Action	Friendly Dinner
Fun	Connecting	Action	Movie Night
Fun	Connecting	Action	Sell items to raise money for causes (Cece and Nancy)
Fun	Connecting	Action	Story Telling (coffee and dessert)
Fun	Connecting	Action	Concerts
Fun	Connecting	Action	Playback Theater
Fun	Connecting	Action	Projects - like the scarves, mural)
Fun	Connecting	Action	Gift wrapping
Fun	Connecting	Action	Book project for underserved children
Fun	Connecting	Action	Game Night - separate or with Friendly Dinner or during the day (AVP games eg)
Fun	Connecting	Action	Podcasts/Book club/Video club
Fun	Connecting	Action	Quaker Speak Videos
Fun	Connecting	Action	Quarterly Field Trips
Fun	Connecting	Action	Nature activities
Fun	Connecting	Action	Museums
Fun	Connecting	Comment	Concern that they don't become cliquish - variety of activities/interests
Fun	Connecting	Comment	COVID concerns (ie carpooling, etc) - outside may be best initially

Way Forward Committee Summary

Action Items

Category	Sub-category	Priority*	Item
Physical Space	Accessibility during COVID	S	Reconsider masking requirement if things improve – consider vaccinated only attendees
Physical Space	Accessibility during COVID	O	Consider service projects in conjunction with worship
Physical Space	Accessibility during COVID	S	Friday Art Group is a great way to get more involvement
Physical Space	Accommodating Hybrid	DONE	Should we invest in more/better equipment? Smart Cameras, big screen, more mics and audio system?
Physical Space	Outside Space	O	Start using it ASAP
Physical Space	Outside Space	O	We could take advantage of outside space more, events and programs that bring us together, start with some worship
Physical Space	Cleaning and Grounds	S	It's important to have buy in and ownership, so volunteering for maintenance is best but it is easier to hire someone
Physical Space	Cleaning and Grounds	S	Might be good to use Pendle Hill model – everyone must sign up for some job or project – everyone contributes time – could try a google doc share
Physical Space	Cleaning and Grounds	S	There should be a regular schedule and an expectation the everyone contributes
Physical Space	Reserves	S	Define reserve components (ie roof, A/C) so that everyone knows where the reserves are committed to and to show this isn't just a slush fund – it is for real future expenditures
Physical Space	Reserves	S	Have separate reserve funds for each item – it can be built up over time as needed
Physical Space	Reserves	L	More members = more donations – but how do we research, identify, and attract them? College tables, etc.
Physical Space	Reserves	NA	Are there any COVID funds available for places of worship?
Physical Space	Income Possibilities	M/L	Grow membership
Physical Space	Income Possibilities	M/L	Create Financial committee to come up with ideas for generating income
Physical Space	Income Possibilities	M/L	Ask for donations, legacy planning, recognize donors, transparency
Physical Space	Income Possibilities	DONE	Need to be able to make/take online contributions – more contribution options are good!
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Physical Space	Share with other Faith orgs	M/L	Identify, contact, and negotiate
Physical Space	Concerts/Events	M/L	Concerts, events
Physical Space	Concerts/Events	M/L	These are good, but it would be better if they were more regular
Physical Space	Selling Property	L	Should we consider selling it?
Supporting the Meeting	Growth		Stay in better contact with folks, especially occasional attenders
Supporting the Meeting	Growth		Be active in other faith groups/causes
Supporting the Meeting	Growth		Hold events at the Meetinghouse
Supporting the Meeting	Growth		Need to show that this is actually a strength and that we are accepting of varying opinions and beliefs and we need to be sure to make space for this (exercise with 3 people answering a question)
Supporting the Meeting	Growth		Don't proselytize, show that we walk the walk
Supporting the Meeting	Growth		Have to find ways to let people know we are here!
Supporting the Meeting	Growth		More time after Meeting for sharing – breakout rooms, Quaker in the corner, etc.
Supporting the Meeting	Growth		Less details in the announcements – give enough info to communicate what's happening, but then offer to give more information to anyone interested afterwards (ie don't force things on them in captive audience)
Supporting the Meeting	Growth		Maybe solicit more 12 step programs – this gives us service to our community, eyeballs, and some income
Supporting the Meeting	Growth		The Newsletter could be better used to talk about “work” people are doing
Supporting the Meeting	Growth		Blogs can do this as, with short intro/pointer in the Newsletter
Supporting the Meeting	Growth		Re-engage with Social Media
Supporting the Meeting	Growth		Make sure we don't “try too hard” with visitors – we really need to practice our LISTENING vs. talking skills with newcomers
Supporting the Meeting	Contributions		Newsletter ask
Supporting the Meeting	Contributions		Online Contributions
Supporting the Meeting	Contributions		Bring up donations box at close of meeting
Supporting the Meeting	Contributions		SEYM Money may be available if needed
Supporting the Meeting	Contributions		Allow people to make targeted donations
Supporting the Meeting	Contributions		Ask individually about contributions
Supporting the Meeting	Contributions		Be transparent about givers – not necessarily names but number of folks and amounts
Supporting the Meeting	Contributions		Provide a breakdown of categories of use ... ie Worship, Children's Program, Concerts, Outreach, etc.
Supporting the Meeting	Contributions		Ask folks about ongoing and/or legacy contributions

*Priority - S=Short, 3-6 month timeframe; M=Medium, 6-12 month timeframe; L=Long, over 12 month timeframe; O=Ongoing

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Supporting the Meeting	Time		Have sign-up lists and present them with the expectation that people all contribute time
Supporting the Meeting	Committees		Need to make sure to separate out Ministry and Counsel aspects wrt pastoral care and confidentiality
Supporting the Meeting	Committees		Need to keep clerking component alive within the committee concept
Supporting the Meeting	Committees		Zoom availability for committees may encourage participation
Supporting the Meeting	Committees		We need to understand what are purpose is, what is our place as a meeting? This helps to engage people - they want to know what our purpose is
Supporting the Meeting	Committees		Need to make sure folks understand what Quakerism is - education such as Quakerism 101, etc.
Supporting the Meeting	Committees		Need to have issues that people care about
Supporting the Meeting	Committees		They should tie into the testimonies
Supporting the Meeting	Committees		It's important to bear witness
Supporting the Meeting	Committees		Outreach - other communities
Supporting the Meeting	Committees		Get together with past connections
Activism	What to Support		Don't reinvent the wheel, work with groups who are addressing issues we care about
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Activism	What to Support		Be more diligent about finding out what's going on in Tampa
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Community	Tampa Friends		What are other meetings doing, how are they handling this new reality
Community	Tampa Friends		Have an Opt In program where we call another attender/member to check in
Community	Tampa Friends		After meeting visiting
Community	Tampa Friends		Adult First Day program
Community	Tampa Friends		Queries to Friends - anything we can offer (vs. need) ... such as mid week check
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Physical Space	Reserves	L	More members = more donations – but how do we research, identify, and attract them? College tables, etc.
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