Dear Board,

Ah, there’s a lot to say – and probably this isn’t the best format to say it, so I look forward to talking with you during the meeting.

It’s been a hard year for staff so far – and it’s only the end of October…

We are working well together, but our responsibilities are new, ever-changing, and many. Everything takes more time than it did in person. And I’m hearing – and dealing with – staff needs.

I’m pretty wiped out, if I’m honest, between that and the rest of my ministry. Don’t misunderstand me – I love being your minister. However, I can feel my own level of exhaustion and increasing burnout right now. It’s not just that I didn’t get summer vacation – it’s that the demands of this time vastly outweigh what a ¾ time minister and part time staff can accomplish.

As I look around, it’s not just staff, either. With the exception of one or two key committees, most other congregational leadership has stepped back for now. And that’s ok – people are coping how they’re coping.

So, with vastly lessened volunteer support, a stretched and very part time staff, and a lot of needs, somethings going to give. Something needs to change.

I want to have a discussion – not during the board meeting, as I don’t want to rush it – but a serious one, thinking together about where we are, where we are going, and what is realistic now and in the coming year or two. Maybe this is a visioning for our retreat.

*(I should say, though, that my days of are Friday, Saturday, and the second half of Sunday. I’ll be flexible around that where I can, but I’m realizing I’m simply not prepared for – and I don’t think we are prepared for – a retreat this Saturday. I ask that we reschedule*.)

From that, I can make a more feasible plan for staff and myself.

I ask that we not problem solve. That’s not what I’m asking of you here. I’m asking to be heard, to have a depthful and contemplative contemplation that leads to healthy outcomes for all.

I look forward to this conversation and finding a path forward, together.

With love,  
Rev. DL