

Transcript Of

Listening Session

July 8, 2018

Bill Fiore: This is not a meeting. It's just a listening session.

Edith Davison: Our discussions now and in the future will be very important and the decisions we make will be crucial for the future of this church. I know we have just come from a worship service, but I would like for this gathering to open with some kind of prayer. If no one is prepared to say a prayer verbally, let us have a moment of silent prayer.

Jim Davison: We pray, oh God, that all that we say and all that we do will lead us to wise decisions and careful preparations for the days and years that are yet to come. In Christ's name, Amen.

Bill Hausler: Can I ask for three words?

Congregation: Praise the Lord.

Bill Fiore: I'm going to talk a little about general guidelines for what's going on. I want to inform everybody that the meeting is being recorded. Some people will probably be more guarded with what they say, but it's not intended to make people guarded about what they're saying. It's just intended to keep a record of what's going on. I want to remind everybody that this meeting has been called for a single purpose. That purpose is for discussion of approval of the fellowship for the Leadership Council and the PRC, which are working together on this project, to bring in somebody from the outside to help with the discernment process. It is not the process of hiring a pastor. It is the process of discernment about answering those questions leading up to that further topic. I would ask that every speaker state their name and use the mike, again for the record. One of the things the committee has noted, and it has always been the case, that there are people who are not vocal and not willing to speak their minds in front of crowds, so we're inviting anybody to write notes and questions. If you have to use the back of the pew pad, go ahead and do that, we'll collect them at the end. The committee would like to hear from as many people as available and willing to say whatever they want. So, it's time to listen.

Dennis Ray: I've been thinking about this question about whether to hire a consultant for this discernment process and I first kind of approached it from the point of view of what is this discernment process going to be about anyway—what's going to be the outcome of that process? I initially came at it from an institutional point of view—I said so what we need before we go out and advertise for a senior pastor, we need a job description and we need a description of the church, which describes our vision, our staffing. It describes what our worship services are going to look like, what our ministries are going to look like—really what the direction is going to be for the church. That would be an institutional outcome that would be shared with potential job candidates so they would know what kind of church they're applying for and what the expectations are going to be. That is sort of like the outcome of the discernment process from my point of view. There needs to be some kind of process that gathers

people's perspectives but then brings it all together in some way so that we can move forward with a statement of who we are and what we agree on in terms of expectations for worship and the like. But then I got to thinking about that and there are actually two parts of that process. There is the data collection process and then there is the consensus building or coming together of the congregation behind that job description and that description of our church. So those are two different skills for a consultant and if a consultant is going to do that, the consultant has to be good at data gathering but also needs to be good at trying to build a consensus around a description of the church and the job description. But I've been thinking about it and that's not an institutional approach—there's something deeper here. What's deeper is that we need kind of a new commitment on the part of our congregation to this church as to be following Christ, to be a community, to work together and to love each other, to love the community and to love God. We need this new commitment to that end and that's really underlying to whatever we do institutionally and how we get to that point where we have this new commitment with this institutional aspect of it. I'm not quite sure how that all happens. Maybe it won't happen. Maybe the outcome of this process is that we can't agree, we're just too different. We're either going to lose people when we go forward with this institutional new arrangement of this description. Maybe we're to quit as a church—throw up our hands and just quit. Or on the good side, we will have this new commitment to go out and really renew ourselves and renew our church to be that light on the hill that shines not only for ourselves but for our community. That's what I have to say.

Nancy Moore: My initial thing is that you're saying that we're here to agree that the Leadership Council should bring in a consultant. For that you need a meeting. You know, a real meeting with a vote. You can hear opinions on it but it's not approval. More important than a consultant for discernment or whatever is getting an interim pastor to guide us through the change. Mark's been here a long time. To get us going in a new direction.

Bill Fiore: You're not the first one, and we know there is a segment of this congregation that is intently concentrated on the issue of an interim pastor. But there are certain things. One of the things is that Mark has given us six months of advance notice so that we can begin a process.

Nancy Moore: But who's leading that process?

Bill Fiore: The Leadership Council.

Nancy Moore: But they don't have the training and whatever to do that.

Bill Fiore: That's why we're asking you to allow us to bring a consultant in, Nancy.

Nancy Moore: Well, an interim minister then?

Bill Fiore: We haven't reached a conclusion yet, and we're not going to reach a conclusion at this meeting.

Bill Hausler: Since I have the mike, in the past when we have had a pastoral vacancy, there has been support from the state office to help with its guidance. I'm wondering if that help is still available. What

does a consultant provide to us? Because everything you describe sounds to me like what we have done in the past. What does a consultant provide that the normal resources that we have through the state and national offices do not provide?

Bill Fiore: Actually, Bill, there's one thing I have recognized from conversations I've had this week with people who've called me is that people are kind of assuming that we're not using those tools that are available. Wynn could speak to that. Would you like to?

Wynn Davies: Well we are at the very early stage, and that's why we're having this listening session. We have, at this point, had several conversations with Marie O., who is our State Director, and she has made some recommendations to us on the process that we might go through and has recommended one of the consultants. I have taken the responsibility of identifying some potential consultants who have helped churches go through this process. She has given us a recommendation. We have also had recommendations from the national office. We have been in touch with Patricia Hernandez, who is Director of the American Baptist Interim Ministry Service. She has recommended several people to us who serve as interim ministers and could potentially serve in that role for us, but who at this early stage would be helping us with a discernment process that would be the first step. I should say that the recommendation that we've gotten from Marie O. is an individual who has worked with a number of American Baptist churches here in Wisconsin and has served as an interim. We have a fourth recommendation for a potential consultant who might work with us who has been identified by some connections that I have with the UCC church—an individual who has done this kind of work with not only UCC churches but also churches in other denominations. So that's what we have done up to this point. We have not talked to them other than the preliminary information about their availability and what their services are.

Claire Rider: I want to ask a question. How do we pay for a consultant?

Bill Fiore: It's one of the questions that we have decided that we need to discuss with the congregation. We, as a committee, have not yet addressed that question specifically. We have some ideas as to how to fund it and one that I suggested was using the endowment fund. You know there are provisions in the endowment fund for special ministries and special projects to come out of that. We haven't determined that. We will bring that back to the congregation at the time we have a firmer figure in hand as to what it will cost and a chance to review where we think we going to recommend it to the congregation to come from. I seriously doubt, from the looks that Wynn has been doing and some of the work I've been doing, that we don't expect to have to spend more than \$10,000 at this point. We don't think that's going to happen. Whereas, one of the things that people—I know a lot of you do know this, but a lot of you don't, is that in an interim minister's process, if we were to start one now, we would be paying for three ministers, and if we were to start one at the end of Mark's tenure, which may be the recommendation that comes out of that, that means we would have another year of basically two pastors' salaries going on in this congregation, which has been a struggle for the last four or five years. Obviously, one of the questions that will be addressed is "Are we still capable of supporting two pastors or do we need to become a one pastor congregation?" We don't know. I shouldn't even throw that out because that's not a question that's been developed by the committee, but it's a probable question that a consultant would lead us to. And one of the things I want to point out about bringing in

a consultant is that if we do this completely internally, we can't help but drive our own opinions about what we want the outcome to be into the process. I think that having a person who is not invested in an interest in the outcome to help us to figure out the makeup of this congregation. I think this congregation is, you know when it comes to things like Victor this morning, this congregation is rock solid. They are so supportive of those kinds of things and those things happening in the church, but sometimes little things can drive wedges in this church, and I'd like to try to avoid that. You know I'm looking around here and it comes to my mind—I've been a member of First Baptist Church for a little over 20 years now and, guess what, I'm one of the newest members. There's something in there. There's a message in there for us about First Baptist Church, because if a 20-year member is one of the newer members, we need to introspect. We need to be able to look at ourselves and say, "What's driving this?" and I don't know what it is—and I don't pretend to know what it is, but I think that will be one of the discoveries in the process. Anybody else?

Diane Adams: I'll just try to stick to data. In the last ten years, there has been a 150% decline in membership. In the last year, there have been no new members.

Bill Fiore: That was corrected in the annual report; there were two new members. Yeah, point taken. We don't know what we're doing right and what we're doing wrong.

Edith Davison: There are a couple of questions here and two or three ways to approach this. Some people are wanting to hire a consultant right now and then when Mark is finished, what does that mean? It means that our pastoral search begins. So then we have to have an interim or we see if when Mark leaves there is an interim who is a qualified consultant. There are a few of those around. We may not be able to find one. What if the consultant would finish his or her work before an interim is necessary—and I know we're talking dollars here—so I don't know what the question is, I don't know what the answer is, but the question is where do we go first? Do we look for a consultant and then get an interim, because after we get through with the discernment process, we're not going to find a new pastor to step in right away, so there's going to be a gap. There are interim ministers who are qualified as consultants for change. They're hard to find but they are out there. That would mean that someone would not start until Mark is finished.

Bill Fiore: We'll talk about that at the committee meeting. My thought on that is that we would spend six months wasting our time and not doing any preparation work for after Mark is gone.

Wynn Davies: Some of the consultants who have been suggested to us by the denomination are the kind of interim pastors that you are speaking of, and there would be the potential that, if we chose, we could have them changed into our interim pastor. The role would be helping us through a discernment process.

Pam Mack: I'm just curious—have we ever had a consultant before?

Bill Fiore: Oh sure. Remember when we went through the big process before we did the building process? We had somebody come in here and analyze—yeah, Susan Mendenhall was here and we did a similar thing. We looked at the church and where it wanted to go in the future, but it's been a number

of years now. Oftentimes I think you hire a consultant to tell you exactly what you already know. In the corporate world, that is called the philosophy of CYA—you bring somebody in to tell you what you know needs to be done in the first place. But I don't think that any of us really know exactly what to do to resolve our shrinkage concerns, our aging concerns. How do we start a foundation? I would like to think that this church is going to be here long after I'm gone and I think we all carry that opinion.

Pam Mack: I was just wondering—did we have a consultant when we hired Andy Davison?

Bill Fiore: That was before my time. They did have a pulpit committee for Mark, right? And we know we had one for Jason—a search committee.

Unknown: The committee does not begin until after Mark leaves. He is not involved in this process and neither is Jason.

Bill Fiore: Jason may be involved in this process as time goes on. I mean not in the decision of who we hire, but you know, just like Mark played a part in the search committee for Jason. I'm not saying that Jason will be a part; I'm saying that I wouldn't close the door to that. He's not going to be a part of the committee.

Wynn Davies: I've been around when Andy was hired and subsequent pastors. We have not had consultants that we have hired. However, upon recommendation of the denomination and our regional offices, we have gone through a process of trying to identify the needs of the church. That has frequently been done by the pastoral search committee. As I recall, we did spend some time talking to the congregation and discerning really what we should be looking for. So while we have not hired consultants in the past, we have gone through a process that I would call discernment.

Richard Bishop: I've been wondering why we don't simply adopt a pulpit committee and go out and find somebody. I guess I'm in favor of this discernment process. None of us knows exactly what it will entail—we'll have to work that out—but I think the church is at a critical juncture here. Your comment about being a new member 20 years ago, not a recent member of the church, is really telling that we're either going to survive—and hopefully thrive—or the last one of us will shut out the lights and that will be it. So I favor the discernment process and I'm excited to see how it's going to work.

Diane Adams: This is a question I guess for Wynn maybe. In the consultations that you've had with Marie O., as we call her—our regional minister—and the national office of transitional ministries, have you said, "If we start with a blank slate and we say that we would like to have a long-term interim following a proportional response to having a long-term pastor, are there people available that you would recommend that we could talk to who would be willing to start say in January and lead a discernment process—not to get into a full relationship with them but get them on-board and they could help us through that process—are there people who could do both, in other words?" Did you talk to them about people who could do it then rather than now?

Wynn Davies: What we said to them was that our pastor has announced that he is retiring; he will be here until November. We would like to undertake a discernment process in that interim period of time

prior to selecting an interim minister. Their reactions to that was not to say that's not the way to do it. You have to wait and then bring in an interim pastor. Their reactions was—and I'm paraphrasing—that we're happy to hear that you recognize the need for a careful discernment process, and we have in mind a couple of people—we know some of them—as the national person said, serve as interim pastors and could serve in that role for you. They would be helpful to you if you bring them in to give you advice and assistance out of their experience on how to conduct an effective discernment process. So that's what we have heard from both Marie and Patricia.

Bill Fiore: One of the things I'll add to that is that there is a new ministry happening at the Wisconsin level—sort of a circuit, is that the term for it? Anyway, they are building a team of people, and they have a grant from the Lily Foundation where they are training pastors to become more supportive in the interim processes that churches are going through—transitional processes—and that's one of the services Marie has said she would be willing to provide us if we wanted that.

Jim Davison: I wasn't quite clear, Wynn, were you suggesting that we hire a consultant and then that consultant would become an interim minister? Is that what you're saying?

Wynn Davies: That's not what I'm recommending or saying, Jim. I'm reporting that the head of the national office that provides them indicated that—and gave us the names of two people that she said would be effective in helping us with a discernment process—in effect, being consultants. Both of those people also have served—and she said perhaps would be available to serve—if you chose to also call them as an interim pastor. I'm not making a recommendation; I'm just reporting what we've been told by the national office.

Jim Davison: It seems to be that it would be better if we move ahead with the discernment process, to have a consultant for that but to simultaneously move ahead with Marie on an interim by January 1 to be ready to pick up right after the Advent season. To have one person who's doing the consulting and then to assume that that person is or will be the interim doesn't sound like a good process to me.

Bill Fiore: I don't think that's what Wynn or Patricia were talking about. They were just bantering back and forth about the possibilities of getting somebody who's experienced in interim pastoring and in process development on board.

Jim Davison: A consultant should be a person who has had some real involvement in churches and knows what the church of Jesus Christ is all about—yes, and to have had pastoral experience and become a consultant is very important, but that doesn't necessarily mean that they would be an effective interim.

Bill Fiore: I can't argue with that, Jim. That's a good point, but they can be effective in helping you to resolve such things as what really does this church look like. What is it comprised of? I'll give you a simple question. Ask the individual members of this congregation if we are a congregation that is totally in agreement or whether we from the point of that we don't get along about anything all the way to the point that we get along about everything. I think that on certain subjects that we would reach from one end of the spectrum to the other often. I don't want to give any examples because I'd have to name a

name, not of a person in the congregation but a situation that's happened. You know, one of the things you learn when you're in a congregation that is suffering a loss—mostly through death because we're elderly. I wouldn't say we're fragile because we're pretty strong, but we're elderly and just trying to find-- Oh, I'll give an example of that now. Before we broke into two different services, there was an attempt in this church to make a single combined service. But things as simple as how you conduct communion were driving this church apart. The kind of changes that may be recommended by somebody who has looked at this congregation and say these are the things you need to do to start attracting younger people and keeping members and stuff like that may cause some hard feelings in some people. I don't know, but I think that we need to find, and hopefully in the end, whether we're particularly happy about what it says about our church or not, we're willing to accept the things we need to do to make those changes. I mean, you know, I'm so actively involved in this congregation. At the same time, I'm very actively involved in The Crossing, and there's something completely different happening in those two segments of my life. I mean, one is just flourishing and growing and getting more and more stable year after year and the other one is not.

Rhiannon Tibbetts: I was thinking about whether I would want to have a consultant who becomes an interim pastor. I think it was kind of thrown around a little bit—that idea—and to me it seems like if you bring somebody in and they consult and then they slide into being an interim pastor, it makes them a big part of the church in a way. Then they'll leave, in some sense. It just seems like you're investing in this person and giving them a lot of power. They're going to leave and they've shaped the church and they'll continue to shape it. I don't know if I'm expressing myself very well but you give them a lot of power and then they're going to leave, basically. They're shaping it for themselves to a degree when they become a pastor.

Bill Fiore: I'm not sure I fully understand you. By the way, for everybody who doesn't know it, she's the newest member of the joint committee. Rhiannon is taking the place of Sue Lutter. She is going to be the new representative for the Deacons. I don't see us giving a lot of power to the consultant. That's not one of the things we want to do.

Wynn Davies: In my initial conversations with all of the potential consultants, they have all made the point that part of the way they function is to avoid becoming this. They focus on the congregation, on the work of the committee. I think that an interim—and Jim has been an interim—that part of their code is not to allow themselves to get into the position where they are molding their church, recognizing that they are preparing the church to move on—to accept a new person in pastoral leadership. That's not the way people in this field look at or claim that they work.

Bill Fiore: I'll reinforce it by saying that I don't believe that it would be in our interest to bring somebody in to form a church that he likes, or she likes, or they like, but rather one that functions for us.

Rhiannon: I just want to say, so you bring your consultant in and they may be shaping it for themselves, at least in the short term as a new pastor.

Dennis Ray: As I suggested in the beginning, there is going to be a phase where we have to work through all of these issues about worship, as you just said, and that's going to take a little bit of time.

It's going to take pastoral care of the congregation in order to move beyond. There can be a data gathering phase. There can be a synopsis of data gathering as a part of the discernment process. The consultant could do that. It may be that when we get to the phase of actually trying to bring it to completion, that's when an interim who's experienced at being an interim could step in and help us through that. That may take us until May of next year or so to be able to do it. So we could view the discernment process in terms of gathering the data and seeing where we are all at over the next six months but I'm thinking that it's probably going to take longer to get to a resolution stage.

Bill Fiore: Well actually I think that if we're going to get all of this done in less than two years, that we might be fooling ourselves.

Claire Rider: Bill, I don't understand, because this is a listening session and not a business meeting, what the process is now. Will the Leadership Council go back and make decisions based on what they heard and then bring it back for a meeting? How will we find out what kinds of things you're going to resolve and do? How are you going to move forward? One of the suggestions I had early on is that we have more of these listening sessions in smaller groups, maybe in the gathering space where people would feel freer to talk. A lot of this is kind of being a concern about leadership and where we go from here. I don't understand what the process is.

Bill Fiore: I wish I did. It's a discovery process. It's a discernment process. We don't know exactly.

Claire Rider: What will you do with what you've heard here?

Bill Fiore: We will be meeting on Wednesday afternoon and we will discuss some of the issues that we've already been talking about, and one of those issues is who, if anybody, we might bring in. The other one will be what we've heard today. I would like to have a conversation with the Leadership Council because I don't reckon to make this decision on my own. Well I can make some decisions. Don't do that. You know, if you don't want me as your moderator making any decisions at all, I'll gladly step down and give you the mike. The point is that the Leadership Council has the authority in a lot of ways to do things to the committees in the church. If we hire a janitor, we're not going to bring the congregation all together and say, "Do you approve Janitor A or Janitor B?" You have to give some authority to the people you've hired and elected.

Bill Hausler: Bill, I agree with what you just said. But on something in the scope of getting a consultant to figure out a direction for this church, it seems to me like the Church Council and the Pastoral Relations Committee talking about this is a good thing, but if it involves hiring someone and if there are going to be some fees involved with that, that's something that everybody should be involved with. I would hope, in my mind, that once you make a decision—say yes we're going to hire a consultant, here's who we're looking for, here's the amount it might take, then it comes back to the congregation.

Bill Fiore: I expect that's the way it will be, Bill.

Rich Bishop: Just a couple of points. One thing I hope will come of this discernment process is the role of Jason as we continue into next year. We have someone here who can handle pulpit duties very well,

in my opinion. The discernment process needs to figure out where Jason figures into all of this. The second thing is that I'll just underscore what Bill said, that I would expect the Council to bring us a recommendation but not a decision about this discernment process and the person to lead it.

Jim Davison: In response to what you were saying, Bill, about the variety of preferences in this congregation and so forth, one thing I've been reflecting on is that the early church went through something of what we're going through, particularly the Jewish Christians, who come out of the Jewish tradition and become Christians, were reluctant to let any gentiles into the church unless they went through all of the hoops—circumcision, etc. etc. And ultimately through the leadership of the Spirit of God, touching the life of Peter and others, they began to realize that they needed to be open to changes and receiving people because of their faith in Christ and sharing together the richness from which they came from both perspectives and personal journeys in essence. I think that's something that we need to pay attention to and we're going to be needing to do that in order to grow and mature into a lively, faith-filled church.

Bill Fiore: Excellent, Jim. I think maybe we would all do ourselves a favor if we work very hard to keep our minds open in the process, all the while being involved but being open as we go, I think, to the idea that things may not turn out the way we'd like them but to the betterment of the church, that we would be willing to embrace them.

Jim Davison: It means that all need to be open to changes and the process of this. Dennis mentioned pastoral care. That's one of my strong feelings about having an interim, a well trained interim pastor, to transition the ministries program because we're going to be going through this for some time and a pastor who is experienced and an interim pastor can be very helpful to us as we work through these issues along the way. Because they have a certain objectivity, they're not going to be here forever, and they have skills and ability to help us work through some of those in the process. Discernment is a different kind of issue that informs what we do during the interim ministry, but having a trained pastoral interim can provide the kind of guidance that we will need.

Bill Fiore: I've been around for a long time, but the problem is that Mark has been the senior pastor the whole time I've been here. I'll ask this congregation, if somebody could tell me, has an interim pastor, as a senior pastor, ever been a part of this church?

Bill Hausler: Yes, every time we've changed pastors, there has been an interim.

Bill Fiore: Who was the interim before Mark?

Bill Hausler: Rev. McKinney.

Bill Fiore: Not meaning to be abrupt about starting things, but one of the things I have is a concern with myself is that if these listening sessions tend to get too long that people don't want to attend them anymore. I think at some point we need to—it's almost 1:00. I'll ask for a last comment or two and then, as I said, if you have questions or concerns, write them on a paper. The next thing to look for is

the minutes that will come out of the Wednesday meeting, which will be the next report to the congregation as to what transpired in that meeting.

Diane Adams: Two things. One is that we have really trusted our leadership that we elect. Over the years, we have watched people struggle with trying to do those jobs that each of the boards do and the Council does, and we've let you do what you need to do. But on the other hand, some of us have tried to urge, particularly the PRC, to be more active in listening to the congregation. We have had frankly a situation that leads us to this dilemma of our division, which is if anyone has an issue with the senior pastor, he has told the PRC that they must give their name and he will talk to them, which does kind of make it a problem sometimes when you really just want to share with a committee that's doing pastoral care. So I'm saying that we have allowed things to drift sometimes and haven't tried to change it too much because we really didn't feel like we could. So I'm asking us to think very carefully, if you insist on going ahead this fall while both pastors are in place. I think Jason will have to be covering for Mark quite a bit this fall because of vacation schedules and sick leave, unused vacation and all of that. We may not be as free to speak our minds and share our views about where we should be discerning, where we should go, while both pastors are in place.

Bill Fiore: Neither pastor will be in the listening sessions most of the time.

Bernie Long: I was hesitant to say anything at all, but I just was thinking that the thing I would like to see, and I don't think it can happen, I'd like to see a 4-6 session seminar on what's happening with religion in the world. This is an example. At the end of the 19th century, before the 20th century began, a group of people formed a magazine called *The Christian Century* and that was an optimistic idea that the 20th Century would certainly be the Christian Century, and it seemed to work pretty well up until about 1950 and since then, a lot of things have happened. Christianity has been divided between the mainline churches and the more evangelical churches. A lot of difficulties occurred. I just finished reading a book called *The End of White Christian America*. There are a lot of people having a lot of things to say about what's happening in religion as a world-wide issue. There are other religions such as Islam that are growing much faster than Christianity is and probably having a greater impact on the world. I would like to be able to have us see or learn a little bit about what's happening with religion in the world. We notice that things are declining, but as you have mentioned, we don't know why or where or what to do about it. I think to stop and have a better idea about what's going on in the world would be helpful to me.

Bill Fiore: I'm not going to try to address that issue at this time. I'm going to ask one special favor, and that is I'm going to ask the congregation to be in prayer for the team, and in my case, especially for me, because this has been a stressful situation. As the moderator in this church, a number of people have reached out to me, aside from whatever else I'm doing. If I'm going to spend my life trying to resolve everybody's issues separately from the committee, my life is not going to finish here. What does it mean—is that what you said? It means that I'm not discouraging people from contacting me, but think about whether a request to the committee rather than a request to the moderator might be better.

Wynn Davies: It might be well to let people know who the committee is.

Bill Fiore: Yes. I would hope that by now they did, but they are the chairs of the boards: Rhiannon, Carolyn, Wynn, myself, Brooke, Carla who serves as the clerk, Paul Chotlos and Nancy Emmert when she's back.

Wynn Davies: We are all available to listen to you at any time, so please feel free to contact us. This isn't the only occasion for us to listen. We all are ready to listen.

Rhiannon Tibbetts: I just want to mention that I'm open to people contacting me, of course, but I'm brand new to the committee so I'm just kind of getting going, but you can feel free to contact me if you like.

Bill Fiore: The committee is just getting going too. It's only been active since the 23rd of May. I would like to invite everybody to go home and have a wonderful time. Watch the Brewers—they start at 1:15, if you happen to be a Brewers fan. If you've written anything on the pew pads, just leave them on the seat and we'll gather them.