

Ministry Team Council Minutes

September 21, 2006

1) Retreat

As of tonight, we have 39 confirmations. Suzette reminded us that the Common Room holds 48 with table seating, 60 with lecture seating. A concern was brought forth that no one has been designated to do the logistical and practical work aspect of this retreat. Suzette volunteered to take responsibility. Thelest has contacted Paula, the retreat facilitator, regarding her flight and hotel information. Suzette and Thelest will work together regarding the lunch aspect of the event (we agreed to make it a brown bag and provide refreshments and a continental breakfast.) Liz volunteered to help with the breakfast arrangements. Arvid is working with Paula to develop the agenda. RSVP confirmations need to be received by 9/26. E-mail confirmation going out (by Suzette) will mention the brown bag aspect as well as parking.

2) Strategic Plan Proposal

Arvid talked about the process. The church Outcome Statements have been created and the goal for the strategic plan is to develop measurable goals out of the Outcome Statements, so we can measure and budget for them. The Sept 30 retreat will help us think strategically and start us on a path to create the plan. Each ministry team will come up with 2-3 specific measurable goals that should move the church toward achieving one or more of the outcome statements over the next 5 years.

After each ministry team comes up with their goals, a Drafting Team (consisting of Dan Heiserman, Dave Hunt and Tony Brumfield) will review what each ministry team has created and work on drafting a complete strategic plan. After the Drafting Team develops the plan, it will then be presented to the Ministry Team Council and the congregation. A suggestion was made to also have it approved by the Board of Trustees who developed the original Outcome Statements. The strategic plan should be done and ready in June for the Annual Meeting.

An important part of this process of developing a church-wide strategic plan is that all members and friends of the church are invited to participate and influence the creation of these goals, so it is not just a "few leaders."

Question from MTC member: When do we approve the Empowered Organization Plan? John Davis said the current expectation is to have Voting Members amend the church constitution at the Annual Membership Meeting. Along with the budget vote at that meeting, this will offer the congregation a formal opportunity to approve of the Empowered Organization structure.

Liz suggested that the material gathered from the congregation to create the outcome statements (the pages and pages of raw data) be available for the September 30th retreat. She also suggested the summary of the Empowered Organization be done at the beginning of the retreat. John Davis has agreed to offer a summary.

3) Board Activities

Margaret Keip follow-up. The board retreat was a high level of visionary discussion assessing how the board in functioning right now. John Davis acknowledged the excellent (and somewhat related) sermon that Rev. Jim Grant gave the previous Sunday.

4) Governance Action Group “GAG”

The most recent GAG meeting focused on grievance procedures and policies. They had representatives of the Ombuds Committee present. No decisions were made, but the conversation was useful and several clarifying questions were raised. At the end of the meeting, everyone had a sense of what needs to be done. The ultimate goal is to have a chart showing how grievances are handled in the church. The distinct types of grievances are brought to different responsible parties in the church, for example:

- A grievance with the vision and overall priorities of the church should be taken to the Lead Minister or the Board of Trustees
- A grievance with the day to day running of the church, including programs, should be taken to the Church Administrator, a co-leader of a ministry team or to the Ministry Team Council.
- A grievance involving personal conflicts should be taken to a co-leader of a ministry team or the Ombuds Committee.

The Ombuds Committee is not quite fully integrated into the Empowered Organization grievance structure. Training for Ombuds Committee members needs to happen and is being scheduled.

5) Constitutional Revision Committee “CRC”

Has not met but will be getting back into active meetings soon.

6) Ministry Team Reports

- ***Inreach Ministry Team***

There have been no changes in leadership for any group within the Inreach Ministry Team. Suzette distributed a handout for lay leaders regarding follow up and integration of new church members. The process is: when a person completes their membership process (signs bond of union and pledges) contact information about them is routed to the appropriate ministry team (the new member designated areas of interest).

We are now handing out self-addressed stamped envelop surveys for visitors to give us a “report card” on how welcoming we are.

Suzette offered the “*Radical Hospitality Circle*” presentation to each ministry team.

Two important dates for folks to be aware of: October 15 New Member Blessing & Reception on Sunday, October 31. All Church, All Ages Halloween Dance.

- ***Generosity Ministry Team***

Annual campaign is ending. Dining 4 Dollars + earned about \$18K. The Rummage sale is coming up. The Ministerial Scholarship Fund has assisted Wendy Bartel with \$20K and David Miller with \$4K. Several church members have made 3-year pledges to this fund.

The thinking is that our next major fundraising ambition will be a combined campus renovation and annual pledge campaign. This will be a face-to-face canvas which will be a bit of a cultural shift for us. The Congregation will also be asked to vote on a feasibility study which would involve one-on-one contact of 80 members with 45-minute interviews. The combined campaign will ask people for their 2007-08 church pledge and a 3-year capital campaign pledge. Dave Karpinski and Everett Howe have stepped in as co-chairs. We will need 160 church volunteers to make this happen. Important dates: October 15 Special Membership Meeting for the feasibility vote; December 10 Special Membership Meeting for the vote on the campaign; and March 18 is the anticipated launch date for the combined campaign.

- ***Lifespan Religious Growth & Learning Ministry Team***

Announcements here, waiting for e-mail from Liz.

- ***Worship & Program Ministry Team***

Looking Glass Theatre is investigating the purchase of stage curtains for the Meeting House.

- ***Denominational Affairs Ministry Team***

October 1 is the General Assembly Report and de Benneville Pines Chili lunch.

First Church was entitled to 15 votes for the PSWD-UUA Board Trustee replacement. Our votes were distributed in proportion to the congregational election results of September 10th as follows: Nancy Edmondson 6 votes; Joanne Smith 4 votes, Tom Loughrey 3 votes, and John Blue 2 votes.

- ***Caring Ministry Team***

This is a small group but has had a lot of meetings. Each month the Care Advisory Group / Lay Pastoral Care group meets. The Caring Listeners available during each Sunday are now listed in the Order of Service and

announced from the pulpit. Thoughts are now turning to recruitment and training of the next generation of Caring Laity. Also, Field Education Seminary Student, Carol Layne, will now be available each Sunday during the lighting of candles for joys and concerns from 10:45 AM to 11:15 AM. Seminary Intern, Victoria Ingram, is working on a project dealing with members who have mobility issues.

- ***Social Justice Ministry Team***

Sue Haskin has been using the communication standard in working with the members of her ministry team. The Social Justice team now is home for the Network of Spiritual Progressives (First UU Chapter), and an important date is November 8 when Rabbi Michael Lerner will be conducting a meeting. More information on these matters is available in the church newsletter. October 8 will be the Interfaith Worship Service which the Social Justice Ministry Team has been playing a vital role in creating.

7) Administrators Report

The church has undergone a series of continuing breakdowns and repairs, the result of years of deferred maintenance. There will be a church staff retreat on Thursday, September 28 and the church office will be closed. The move to our new database is slow but will be successful. Thelest just received a draft of the report written by Angela Merkert who came in for a consultation regarding our shift to an Empowered Organization structure and new processes for running the church. Thelest stated that the report is interesting and that a final draft will soon be available for all to see.

- Respectfully submitted by Suzette Southfox