

Ministry Team Council

Bard Hall, 6:00 PM to 8:00 PM

February 16, 2006

It is the mission of the Ministry Team Council of First Unitarian Universalist Church of San Diego to facilitate the work of ministry teams and review important decisions that rise above the ministry team level in light of existing policy. The Council may serve in an advisory capacity to ministry teams, ministers, and staff.

In attendance:

Ex officio: John Davis, Convener, and Joan Cudhea and Jan Gallo, Secretaries

Inreach - Suzette Southfox, Steve Howard

Caring - Julie Kain, Dan Heiserman

Worship and Program - Arvid Straube, Beverly Joy

Denominational Affairs- Arvid Straube

Generosity - Thelest Stewart, Arvid Straube

Lifespan Religious Growth and Learning (LSRGLM)

Social Justice - Julie Kain, Jackie Statman

Observers - John Holl, Fred Hammond, Tomas Firle

Absent: Ken Herman, Liz Jones, Caroline Clark, Iris Masotti, Beverly Joy

After check-in, changes in Ministry Team Council (MTC) membership were noted: Ginny Dunn will continue to be a resource for Inreach, but has resigned as an MTC lay leader; Liz Lancaster has resigned as lay leader from Denominational Affairs for medical reasons; Jackie Statman has temporarily replaced Marge Wurgel on the Social Justice Ministry Team (a permanent replacement for Marge is being recruited).

Process Reports by John Davis

1. GAG (Governance Action Group of the Board)

Outcomes are in process of consolidation and word-smithing, to be taken to full the Board where they will be finalized.

2. CRC (Constitution Revision Committee)

Draft related to the Empowered Organization has been electronically distributed to a wide variety of church leadership for comment

3. MTC (Ministry Team Council)

Emails are flying, good feedback has been heard, the process is beginning to be understood and embedded into the way things are done.

Ministry Team Reports

1. Generosity. Thelest reported that "everything is on schedule", with respect to the pledge drive. A letter from President John Holl will be sent next week to "everyone" from all lists. Liz Shaffer is very organized, and both she and office staff is finding that the second year of working together on a pledge drives is going smoothly.

2. Worship and Program

Arvid reported that the Worship and Program Ministry Team will hold its second meeting on March 6, and he expects the team to plan broad worship and program themes for the church's next fiscal year.

John Davis commented that he is very pleased with the Master Calendar on the church's website.

3. Denominational Affairs Arvid reported that he has several people in mind to appoint to replace Liz Lancaster.

To date, ten have applied to be church delegates to General Assembly. First UU this year is allowed 15 delegates-an increase of 3 from the prior year.

4. Life Span No report

5. Caring Julie reported planning for a memory book and cards to be available at the candle area in the Meeting House. What folks write will be useful for "Our Church Family" section of the Window, and will inform both Practical Caregivers and Lay Pastoral Care Associates of those who may be in need.

The new cell phone number for ministers for contact when emergencies occur was also noted.

6. Social Justice Julie reported that she met with Jackie Statman and other members of Social Justice and came up with two and a half pages of notes regarding parking lot and property use proposed policy changes. Subsequently, this week, Julie met with Liz Jones and Thelest Stewart to clarify next steps to take in developing changes to these policies.

Jackie reported on major SDOP initiative to get 10,000 signatures in San Diego County to place a referendum on California ballot regarding children's health. The PICO statewide faith-based community organizing goal is 60,000 signatures. The petition was passed around then and there! John Holl wonders whether sensitive issues are mentioned in the petition, such as sexually transmitted diseases and teen pregnancy. Jackie read details from the petition, which did not specify (but did not exclude) those issues.

Julie announced that Tom Winslett will be the First Church liaison to UULM-CA (Unitarian Universalist Legislative Ministry California).

7. Inreach The co-leaders have met twice since the last meeting.

Suzette tries to be aware of all groups in the church, not just those specifically related to Inreach.

Suzette passed out two handouts, an insert she is working on for the Window that will provide good information about ministry teams and a spreadsheet

that shows every group in the church and the ministry team that supports each group.

a) Ministry teams brochure or newsletter, Winter & Spring 2006 (draft "sample")

This 4-page document with photos and excellent graphics and a double-sided page listing all groups alphabetically, each with a short description, was praised by all. Several asked that it be included as an insert in the Window.

b) The Six Ministry Teams, draft 2/16/06 [will be amended: Seven Ministry Teams)

This two-page table lists all groups alphabetically, and assigns each group to one or more of the ministry teams

ALL MINISTRY TEAM MEMBERS: PLEASE READ THESE DOCUMENTS AND PROVIDE ANY COMMENTS OR SUGGESTIONS TO SUZETTE

John Holl noted that both documents could be put on the church's website. The Seven Ministry Teams document would go on the member side where a username and password is required because it shares identity and contact information.

Steve and Suzette recommend a retreat for the MTC, with an outside facilitator. Suzette is willing to coordinate the event. There was consensus approval of the idea, with a request that the first retreat be held this spring, on a Saturday beginning with breakfast, and going through lunch. It will be held here at church, and a modest fee to cover food expenses will be paid by participants. Suzette will use MeetingWizard, an Internet tool recommended by John Davis, to select a date, once she has established which Saturdays might be available to the ministers. Suzette has a sample agenda for the retreat and welcomes input from MTC members.

Communication The GAG polled other large churches who have instituted policy governance.

Recurring messages were:

- 1) Communicate with congregation early and often.
- 2) It won't be done when it's done: the transformation will take three to five years.

John Davis hopes for three years IF we are successful with the early communication.

Steve asked: can every Window article be associated with a ministry team?

Joan asked: can there be ministry team logos?

Tomas requested (pleaded) that announcement of ministry team meetings be made as early as possible, so that people who would like to observe will know: day of week, date, time, place.

ALL TEAMS ARE ENCOURAGED TO WRITE ARTICLES FOR THE WINDOW

Joan requested that it be made clear how a person presents a question or idea to get direction or a decision: directly to the ministry team co-leaders, or wait for a ministry team meeting? She gave an example. Arvid responded that people should go to one of the ministry team co-leaders, either staff or lay. MTC members should let everyone know that that is the encouraged way to get direction or decisions made for new ideas.

John Davis asked: could Arvid speak about ministry teams and the new process of decision-making during a worship service?

John Holl told of a church which has a projection screen up before the worship service begins. Announcements are projected on the screen.

Mission Statement Don Heiserman's draft was approved by all. John Davis will publish and use it for formal MTC communications.

Email Distribution Lists. John Davis is "jazzed" by all of the activity and expanded awareness about ministry teams and the MTC. In the future, he hopes that links to website resources will be included in these communications.

What about hard copies? After considerable discussion, it seemed best to have all important documents archived on the church's website. Staff would be willing to search the website and print documents if requested. Past experience indicates that few members want to see or have copies of these documents, and that ring notebooks are difficult to maintain, and would require more staff time than would the electronic archives.

ALL MINISTRY TEAMS SHOULD CC TO KATE: MINUTES, AGENDAS, AND OTHER "FINAL DOCUMENTS"

John Holl has a dream for Bard Hall renovation - that the Library have computers. Among other benefits, members could easily access church information.

Volunteer Fair A Volunteer Fair will be held during "kick-off" time in September. Suzette would like to showcase the people, not the projects.

ALL MINISTRY TEAMS SHOULD BEGIN TO THINK ABOUT HOW TO PRESENT THEMSELVES AND COMMUNICATE WITH THEIR GROUPS ABOUT AN EARLY FALL VOLUNTEER FAIR.

Parking Lot and Property Use Policies Thelest would like to recruit two people to consolidate and review all the comments she is receiving on these policies. Each ministry team is asked to send their responses about the existing policies to Thelest who will then organize the input and bring it to the MTC for review and to discuss revisions if needed.

Thelest will send an e-mail to those ministry teams she has not yet heard from. She would then like to have a MTC support the final policies. John Davis agrees, if this can be done before June. Steve Howard and Dan Heiserman supported the idea of MTC endorsing the policies by consensus, and then the Board might do the same- to add authority and credence. Arvid stated that support by the MTC is indeed important. This will be an important message to the congregation that there has been a thorough review by lay leaders and staff. Abby and Thelest have been in stressful situations as arbitrators.

Intersection of staff roles and volunteer group some people in the congregation are feeling like they are being told there is no place for them when they are not allowed to participate in activities that are the responsibility of staff. It was agreed that MTC members should share with groups in their ministry team that if a member has a passion, we can find a place within the ministry team structure to nurture their contribution. Ways to express their gifts within this community without interfering with staff responsibilities will be sought. Suzette recommended that if an individual feels that their passions and gifts are not valued, then we should direct them to her. It is a big part of her role to connect people to the areas of church life that best match their gifts.

The last item on the agenda related to communication which has been sufficiently covered in earlier parts of the meeting.

Respectfully submitted by Joan Cudhea and Jan Gallo