

Unitarian Universalist Fellowship of Manhattan
Minutes

The specially scheduled meeting of the Board was held on Saturday, November 12, 2016 beginning at 10 a.m. Present were:

Reverend Jonalu Johnstone, Minister
Matt Campbell, Chair
Courtney Albin, Chair Elect
Katie Kingery-Page, Past Chair
Chris Bailey, Member-at-Large
Linda Kroeger, Member-at-Large
Kathleen Oldfather, Treasurer
Jessica Sievers, Secretary
Sandy Nelson, Director of Religious Education and special guest
Dori Davenport Thexton, Congregational Life Consultant of MidAmerica UUA

The meeting began with check in, and then Reverend Johnstone provided opening words followed by lighting the chalice.

Bailey moved to approve the minutes of the October meeting with amendments, Kroeger seconded, motion passed by voice vote.

Minister's Report: (see report)

- Conducted memorial services for Edith Hinrichs, Jack Warren, planning Barbara Hacker's
- Attended Strategic Planning meeting: Committee met with architects, site assessment is underway
- Changing from salaried to hourly-based for staff except myself. Sue's adjusted schedule: 1-6 Monday, Tuesday, Thursday, and 2-5 on Saturday. We ask that members contact her only during her work hours
- Met with Paxico's Mill Creek Valley School District's superintendent to end distribution of Gideon Bibles
- Chalice Circles have begun meeting, I am facilitating a second group to meet the demand. Facilitators will have on-going debriefing, evaluation and support
- November 12-13 Mid-America Regional staff person Dori Davenport Thexton to visit and work on our Developmental Ministry goals:
 - Attend Board meeting then discuss our organization and governance
 - Meet with Stewardship and Membership Committees
 - Lead Welcome and Hospitality Workshop with congregation after service
- I will speak about a piece of Genesis text from 16th C. Egyptian Torah scroll at the rare books exhibit event November 9 at Hale Library
- Helping plan community-wide interfaith Thanksgiving service November 20, sponsored by Manhattan Ministerial Association
- I will be on vacation November 21 – 28
- Attended:

- MAPJ Board meeting, lecture, and meetings with Micah Kubic, Executive Director of Kansas ACLU Indigenous People's Day Conference at K-State.
- ECM Book Group (2)
- Everybody Counts
- Celebration of Patti Brown-Barnett's 30 years of ordination at Meadowlark
- District ministers' retreat
- Webinars on wage and hour laws, and Use of Facebook for Churches
- Preached once in Topeka and convened for R. Moti.
- Led staff meeting and Meadowlark program

Chair Report:

- Update on developing wall display of action toward Developmental Ministry goals

DRE Report: (see report)

- October averaged 30 kids per Sunday (range: 21-39)
- Interacting with new families
- 5 of 7 OWL students tend to come for OWL only
- Family Fun events:
 - October: Trunk or Treat after service had ~30 kids, 30 adults, 20 trunks
 - November: After Thanksgiving Potluck
- Fall Programming: World Religions with monthly themes and UUism
- Teen OWL September to December
- Grades 4-6 OWL January to March
- Parent Night Out had one November RSVP- perhaps coming to an end
- Social Action planning:
 - Guest at Your Table begins after Thanksgiving service through winter
 - FIT Closet donations
 - MESI Christmas presents purchasing

Treasurer's Report: (see report)

- Almost broke even last month
- Income is behind at 37.45% of budget- we are 41.67% of the way through the year
- Payroll expenses are up \$11,700
- Expenses for the year are 40.93% of budget- on target
- Year to date -\$7,448 (including transfer)
- Jack Warren memorial received generous contribution
- Pledges and non-pledge contributions are up \$5,400

New Business:

- ReImageMHK requests supporting their statement: "We seek a learning environment in USD 383 that is free of racial and ethnic stereotyping. We stand with #ReImageMHK and support retiring the Manhattan High School Indian mascot."
- Kingery-Page moved to have a UUFM congregational meeting December 18, per bylaw protocol, to vote on this issue. Motion seconded and passed by voice vote
- Gun Policy motion continues to be tabled

- Bathroom Policy and Signage motion continues to be tabled

The Board meeting adjourned, followed by the Board Workshop (see notes below) with Dori Davenport Thexton that concluded at 12:00 p.m.

Respectfully submitted,

Jessica Sievers, Secretary

Board Workshop with Dori Davenport Thexton

Congregational structure: pastoral size, uses many volunteers

With Jonalu here FT now, how do we change and grow going forward?

Resource: UU minister Dan Hotchkiss' book Governance and Ministry

Ambitious vs realistic goals, look at long-term goals, compare to now

Re-do the organizational chart

Need to have clear vision and mission in order for everything to go well

What would be missed in the community if our UU doors closed today?

Does your community presence implicitly invite new members?

Buttons? T-shirts, business cards

Mission: <7 words put on a t-shirt and you can read across the room

Should be an Action statement

Ex: Builders of bridges across faiths and boundaries

Proclaiming a bold model of love?

Take contact chart and divide into three categories with one in charge of overseeing rest of the volunteers- encourage the in-charge person to not be doing much else

- Needs to be good at various modes of communication

- Big-picture thinkers

- These 3 are in touch with each other for synergistic efforts

Ex: social justice, communications, worship

Try for a year, see how it works, will tweak later

Be flexible, frame everything as an experiment, "we're going to try it"

Volunteer burnout- are you providing a service that helps? Are they being thanked?

Build a culture of gratitude

Hierarchy of getting people involved after becoming new member

Don't call it a "committee"

Make a list of smaller tasks, have sign up sheet during new-member meeting

Ask high schoolers too

Prioritizing:

Every group needs to see how their committee serves the mission

4 types of church growth- Loren Mead

1. Spiritual growth- deepen sense of faith

2. Organizational growth- clear cut organizational plans

3. Social Justice- are you putting faith into action

and if doing all these,

4. Numerical (numbers) will happen
need to cater to more than just a humanist perspective on church

action:

Re-do the organizational chart

Council of Committees meeting- what are our 3-4 core areas? Have a few ideas in mind beforehand

address volunteer burnout- consider a common read book

strategies for growth- goal of 10-15% per year