

Unitarian Universalist Fellowship of Manhattan  
Minutes

The special meeting of the Board Retreat was held on Wednesday, August 10, 2016 beginning at 6 p.m. at the Campbell residence. 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

It was moved and seconded to bring the Grow Green Endowment Fund up to \$10,000 using the Grow Green Matching monies.

After purchasing the plaque for a bench at UUFM, \$425 remained of the V.J. Nelson memorial fund. The family desired the funds be used for something “green.” It was moved and seconded to apply the remaining amount towards the new sanctuary LED lights.

Rev. Johnstone and Oldfather will formulate a proposal for reimbursing outside speakers.

The payroll company is contracting out to another company in Michigan- the local contact remains the same.

Oldfather contacted Vanco about increased fees for automatic payments and got the fees reduced.

**Chair Report:**

- Additional funds for cleaning
  - Carpet cleaning is not budgeted, take out of facilities
  - Add tasks to Custodian’s responsibilities (requires a few hours a week additional cost): stripping/waxing floors annually from payroll budget- motion moved and seconded, passed by voice vote
- Labor Law coming into effect December 1<sup>st</sup>, employees to keep time sheets, Rev. Johnstone and Oldfather to oversee
- Meet with Dori Thexton of MidAmerica on August 17<sup>th</sup> with Campbell, Kingery-Page, Albin, and Rev. Johnstone and plan Developmental Ministry workshop in November
- Garner ideas on how to say thanks for installing sanctuary lights

Rev. Johnstone offered words before the meal from the Tao de Ching on leadership when people as a whole own it. Following supper, members participated in a “Getting to know one another” activity. Then much time was devoted to Strategic Planning and Developmental Ministry updates and discussion (see rough notes below).

Respectfully submitted,

Jessica Sievers, Secretary

## **Strategic planning Discussion/Update**

Input gathered from: strategic planning committee,  
Uufm minister and staff,  
Council of committees,  
Executive board,  
Congregation as a whole

Principles for congregational strategic growth:

1. our facilities should reflect our vision and values
2. we must “leave the door open” for others who seek beloved community
3. place matters. Facilities matter.

Exercise: twenty years from now, what does the ideal UUFM look like?

Slide down the hill, gym, natural playground

Fun, people playing, crowds

Flowers, outdoors, rooftop/beer garden

Colorful banners

Visible location, landmark

Classroom space- yurts

Place of refuge, safe, a sanctuary

Parking (with shade), bike racks

Inviting, comfortable, accessible

Natural light, lots of windows

Comfortable coffee lounge

Meeting/community space

After-school/Teen center

Quick Facts:

Facility is at or above 80% capacity most Sundays in sanctuary and parking.

20-45 children in RE each week. Manhattan grew by more than 16% in the years 2000-2010, reaching 52,000. Manhattan area may reach 80,000 by 2035, or 53% more growth.

Timeframe:

Short-term: less than six months

Have a site assessment for feasibility of adding on

Roof and gutter replacement

Site drainage improvements

2 RE classrooms

consider dividing Alsop Room into 2-3 classrooms with heavy drapes

more office space

added custodial care

creative and flexible use of existing facility

carpooling plan

electrical updates to building

mid-term: 6-24 months

new parking lot surface and assess whether spaces can be added

add a second Sunday service to accommodate growth

add more visible sign near highway

complete feasibility assessment for expansion at current location

long-term: 2-5 years

options:

expansion of current facility and/or creation of satellite location in town

purchase new facility

### **Developmental Ministry**

Positive Changes at the UU in the past/ Review of Dev. Min. to date

Full-time minister, increased public visibility and presence

growing membership

membership grew in past with addition of summer RE, and new sanctuary built

variety of small group activities

good energy around developmental energy

congregational representation at social action events in community

Brainstorm of action that could be done to achieve our goals

fear of growing too large to know everyone, need connected in small groups

variety of communication/technology veins

more visible interaction with community members

teen group through wonder workshop

outreach on campus, Black Student Union, ECM, Boy Scouts

visible signage from the road

feminist group

small groups around ministry themes

UU elevator speech

Graph: "UUFM monthly average attendance" over ten years, April was highest at over 80 adults

Graph: "Projection with full-time minister assuming rapid growth"

Need to re-vamp stewardship program- small meetings in homes

Create a plan of action and tracking mechanism for the next 1-2 years

Establish a wall for sharing members' social action