

Unitarian Universalist Board of Trustee Goal Attainment
January 11, 2012 -- Planning Workshop Notes

Thank you all for sharing your reflections and insights regarding the Goals that we defined and agreed to at our Board Retreat on October 19, 2012.

This continues to be a roller coaster year. Despite that -- we have made progress towards our goals and many fine suggestions were offered to continue and accelerate that progress.

Several themes evolved – and I have attempted to capture those thoughts – but please, please – if I have missed something important – let me know and I will include.

This is OUR document, and hopefully we will use it as we progress through the remainder of the year.

There were two process suggestions for going forward:

- Review the six Goals at the beginning of each Board meeting, and give examples since last meeting.
- Look at the goals as we make decisions.

Let's try BOTH!

In peace,

Karen
1-17-13

Now here is the list of what we covered.

Examples of what we have done in working towards YEAR ONE

GOALS – BOARD

Deepen meaning of membership

- The bi-laws passed in 2010 define what it means to be a member.
- Consciously talking to people I had avoided and people on the fringe
- Board Host table – be seen as having a willingness to interact and see what’s happening as well. Open manner so there are no secrets. Clarifying.
- Support offering more options, e.g. Adult Education, and encourage/mentor involvement.
- Personal reflection of what it means for me to be a member of this congregation. To be a UU at this time. Katy’s sermons have been a catalyst for this reflection.

Clarify what roles belong to which groups

- Family church behavior of “just doing it,” and not checking in with responsible committee chair, staff, etc. for that area or impacted by the change.
- Mentoring and encouragement to those with ideas. No secrets.
- Program Council -- reviewed its charter and responsibilities of member Committee Chairs, making distinctions between Board, Program Council and Committee. Board defined Committee Chair responsibilities were also reviewed.
- Program Council –Using this framework to drive decision making to the appropriate place.
- Mentoring and encouraging those with ideas.
- Being a nag about focusing on our goals. Preparing workshop agenda and notes.

Foster better communication about changes

- Making conscious effort to be clear, honest and frequent, e.g. special InfoNets, announcements on Sunday, Board Host table, Facebook
- Using many communication avenues

Things we can do to achieve YEAR ONE GOALS – BOARD

Deepen meaning of membership

- Actively encourage participation involvement in Cluster, District assembly, GA, UULMF. Include \$ in next years budget to pay some expenses. Encourage caravanning, car-pooling, stay in same room.
- Encourage educational offerings and have tools available to grow spiritually.
- Tap into member’ experiences in other UU congregations
- Re-invent Covenant Groups

Clarify what roles belong to which groups

- Board development -- Read books and set aside time to discuss at beginning of each Board meeting. Convene earlier?

Foster better communication about changes

- Thank people for their work, e.g. Debbie Carter for Facebook.
- Avail ourselves of every communication avenue.
- Bring back Splinters from the Board – Secretary.

Things we can do to achieve CONSOLIDATED GOALS**Healing and trust building**

- To be open. Answer questions directly.
- Meet and Greets. First had large group. Second smaller.
- “You can always come home” letter.
- Use phrases like “our” Board to demonstrate oneness and model good behavior.
- Use UUA resources to help us heal – Katy
- Each of us – be intentional about what we do
- Find ways to help ourselves and others to communicate in times of tension and differences. And how to work thru current or past differences.
- Grab a hold of the newbies. Invite for coffee /lunch after service. Go to local restaurants.
- Talk one to one vs. emails. Work thru things and listen for themes.
- Thank people.

Growth/future planning/permanent minister

- Nominating Committee shares with candidates what the real time commitment is.
- Leadership development training.
- Board Retreat in June or July – condition of office
- Ask new people what they are coming for.