

### **Significant Moments**

- I have been accepted as an Associate Member of the UUMA. I would like to celebrate this and have it be honored by the congregation.
- I have rejoined the Area Council on Diversity, which meets monthly. I am also in the process of reviving the Grand Traverse Ministerial Association.
- The UU Principles class (offered most Sundays at 9 AM) has been a great success.
- We continue to have new members joining.
- We continue to move the process of hiring a Music Director forward.

### **How has my view of the future changed?**

We are at a critical time in the life of our congregation with the upcoming election and budgeting process. It is increasingly apparent that there are those in our community who distrust (and may not want) ministerial leadership. While some have tried to make this personal, it is clear that it is not about me personally, but about the role.

One component of this is, in my view, that there are those who want our congregation to return to being a fellowship where a small group of members controls the life of the community, from philosophy to personnel. After consulting congregational historical records and correspondence, it appears this is why we have had such a large amount of ministerial turnover, contention and less than effective interim work. I believe that this congregation was not prepared -- on several levels -- for my leadership. There is resistance to growth, especially the shift to program-size congregational dynamics, in governance, personnel and strong ministerial leadership. It has rarely presented directly, nor has it been addressed directly.

How does this change my view of the future? I believe this congregation has important choices to make in the weeks ahead. For UUCGT to maintain a long term relationship with a ministerial leader, these unspoken dynamics and sublimated objections need to be named and addressed. Further, members who do want to see us thrive and be in relationship with a long term spiritual leader need to speak up more forthrightly and assume positions of leadership that will shape our future, educated by not dictated by our past.

### **Update on Major Activities/Goals**

**Sunday Services** – The content of Sunday services has been really solid this month. Committee Co-Chairs Hal and Nancy are doing a good job leading the team. It remains noticeable that a small group of members is consistently avoiding participation in Sunday worship when I am present.

**Counseling and Pastoral Care** – I continue to provide pastoral care to individuals who are ill, hospitalized or otherwise in need. The Pastoral Care Committee is currently exploring what we want the team's function and scope to be going forward. In terms of how this touches on policy, we are discerning what the boundaries are or should be around how much intervention we can provide, particularly for members who do not have local family.

**Staff/Staff Resources** – Working with our staff continues to be a joy. We are working very hard and feeling quite busy, but our intra-staff relationships are functional and supportive. We are looking forward to welcoming a new music director. Staff evaluations will be completed this month.

**Program Council** – The program council continues to meet monthly. The information and community building that are coming about because of the Program Council have great value.

**Denominational Affairs** – I am now a member of the UUMA and will attend the minister meetings prior to the regional assembly, as well as the GA.

**Social Witness** – I continue to participate in the Michigan UU Social Justice Network. Also I met with Grand Traverse County Prosecutor Bob Cooney to discuss how area clergy and congregations can help the community address our growing heroin epidemic. I will be participating in upcoming meetings as part of a community task force.

### **Questions/Requests for the Board**

The Operations Team would like to ask the board to approve placement of a transgender-friendly sign outside the restroom near the office.

### **A Final Thought**

From, “Five Types of Change Resistant Churches” <http://thomrainer.com/2015/06/five-types-of-change-resistant-churches/>

“These churches need long-term leaders with the patience of Job and the skin of a rhinoceros.”