

UUCGT Board of Trustees Summary December 2020

The primary focus of the Board this month continues to be supporting the Ministerial Search process in several ways:

1. Ministerial Discretionary Fund

The Board passed a motion to establish a Ministerial Discretionary Fund with its own line in our annual budget. The Policy committee will bring a recommended policy to the next Board meeting including fund usage guidelines. The Ministerial Discretionary Fund is standard in most congregations, including ours until some years ago.

2. Simplify our congregational organizational structure.

This month we discussed how to strengthen the connection between the Board and the work of our larger committees. The goal is to have the Board and Minister better understand and communicate how the work we do and the funds to achieve them are supporting our mission. Discussion focused on shifting the role of the Program Council within the current Work in Progress organization structure process. Your ideas are welcome!

3. Policies consistent with best practices for a congregation of our size.

The Board approved adding the recommended Program Council policy to the Policy Manual, reflecting the current process which may be expanded later per above and approved adding the Assistant Treasurer role as an optional volunteer position. The Board decided to remove the defunct Operations Committee.

4. Congregational Outreach

The Board also approved a congregational Outreach survey in response to feedback from the ministerial search process that we need a more cohesive understanding of how we are engaged as individuals and a congregation, and identify gaps and opportunities to inform future UUCGT plans.

Board Member David Hassing initiated a great discussion on his research into Growth Through Service (GTS), which can inform and build on the outreach focus above. GTS frames what it is to lend your time, treasure and talent to the UU for your personal growth in faith and spirituality and in community, with a mindset of Receiving rather than Giving and a process to achieve this goal. Many Resources exist across UU already. The Board sees this as an interesting opportunity to increase participation beyond showing up on Sunday. Our new minister might have some great ideas in this area as well!

The 2021 Pledge Drive Team has already started our campaign! Keep in mind that Healthy congregational stewardship plans and response are an important considerations for ministerial candidates.

Our first meeting in 2021 will be held on January 13 at 7pm on Zoom.

Ministerial Search Team Board Report – January 2021

January and February are intense periods for us. We have received a list of ministers who are possibly interested in UUCGT and are pouring DEEPLY into their records, their web sites, every possible source that might help us get a better handle on who they are. After our 3-hour meeting Tues. we go back for an even closer look and then decide on first interviews. It is painstaking work but rewarding and will fill our calendars for the whole month. We hope the congregation will have trust in our process during the next few months when we will not be able to report in much detail about our work together.

Update on the Outreach Questionnaire

Below is Guy's response to the idea of the Survey/Questionnaire

-----Original Message-----

From: office uucgt. org <office@uucgt.org>

To: Judy Myers <tcjlm@aol.com>; Jolynn Paige <heyjopaige@gmail.com>

Sent: Tue, Dec 15, 2020 8:37 am

Subject: Survey idea...

Dear Judy –

Jolynn and I just got off the phone after a wonderful and thorough conversation about the proposed survey.

The way in which Constant Contact formats surveys is inherently opposed to the format you created – a page of lines to fill in with the names of organizations to which people give of themselves. (Which is a great way to help people see this as easy and quick!). So:

After much conversation Jolynn and I think that, however much it may seem *more* to ask, we think it'd be much *less* to ask if we send out a very simple e-mail, with your questions condensed as concisely as possible, asking folks to e-mail us back. (Jolynn said you wish to collate this info, so we'd have them e-mail responses to you.). Folks may be a little lazy or hesitant to respond, but I'll send reminders in various *Flashes* and Minister's Messages, and so on, and we'll make sure we get plenty of info. The idea of sharing these specific sorts of things with ministerial candidates is a terrific idea, especially as our Congregation is SO active within the UUCGT Community and the Grand Traverse Region at large. (How many towns our size have a symphony, choruses, professional and community theatre at all, much less of the calibre of ours? Not even to mention what's available through Interlochen.)

What would you think of something along the lines of...

Among many discussions the Board is having regarding our Ministerial Search is this question: What is the "bigger picture" of what our Congregants find important in the community at large? Specifically: to which organizations, nonprofits, schools, etc. do you donate your time, talents, or money?

For example: Do you play in the pit orchestra for musicals at the Old Town Playhouse? (We happen to know that some of you do!) Do you usher for ballets or concerts at Interlochen? Do

you subscribe and/or donate to the Traverse Symphony or the Parallel 45 Theatre? The National Writers Series?

Proposed change; Are you a volunteer at Safe Harbor, GT Indivisible, TC Film Festival, Interlochen Arts Academy, Food Pantry, Single Moms, For Love of Water, Tart Trails, Nature Conservancy, Food Rescue, Humane Society, any educational volunteers??? Etc. Etc. We know there are a multitude of volunteers and places that we all donate too, so please let us know ALL of these.

We are trying to base our discussion on our UU Seventh Principle; “Respect for the interdependent web of all existence of which we are a part” – so there’s a question about that, too.

2020 has been the year of the pandemic, so obviously we have not been active in the ways we might usually be, so please think back over the last three years or so as you share your answers.

1. Please list organizations, projects, or causes to which you have given your time, talents, and/or money? Tell us which of these things you donated – no amounts necessary.
2. What are three things we could be doing as a Congregation to put our Seventh Principle into action/practice?
3. Any other (brief) comments?

Jolynn and I both think this would actually seem less daunting to recipients. And we KNOW it would far, far easier to collect the information this way than via Constant Contact because of the parameters and limitations of their survey software. Thought? (Please “Reply All” as I’m including Jolynn!). THANK YOU!

gwm

Emily’s response

Emily Mitchell emilymtc@gmail.com [Hide](#)

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Hi All, If I may offer, Google Forms does aggregate responses into spreadsheet form.

I don’t recommend you go with an email blast and “hand-sort” the answers from scratch. There are so many online tools that will save you and team time.

A Google Form is super easy to set up, you can customize it. It allows you to share with collaborators who can see responses. It provides email notifications to collaborators and you can export data...

Someone needs to have a basic personal Google account, that's all.

I avoid Google but, sometimes they just nail it. I'm no expert! I have not set up a Google Form myself.

Below are two screenshots from a Google Form that a project partner of mine set up in 10 minutes:

1. The form
2. The Responses tab showing summary (please don't share, It has real names)
3. If I had done a third screenshot, I'd show you the ordinary export spreadsheet with all the data details

<https://support.google.com/docs/answer/6281888?co=GENIE.Platform%3DDesktop&hl=en>

Have a look and see what you think! All best, Emily

Emily Mitchell | M. Nye & Co. | Communication Design Consulting

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	December 2020			
Barb	Opening Words	Dec. 9		
Judy, MA, Pam	Committee clean up	Dec 9	Rough draft of new org. structure for committees.	Done – needs some edits and more discussion
MA	Charles suggested a policy for the web site – what can go on and what can't	Dec. 9	Maybe need a webmaster -or a technology policy – no decision made	Revisit next month
David	Research Growth Thru Service	Dec. 9		done
Who	Do we need an Operations Committee?	Dec 9	No decision made – need to revisit and vote	done
Karl & Mary Ann	Finance – Minister Discretionary Account	Dec 9	Finance will discuss and get back to us with recommendations. How will it work? Guidelines?? Does it need a policy??	Working on it
Tom	Research Discretionary fund	Dec 9	With his pals from AAUU	Done
Cathy	Will host 'Harvest the Power' workshop in January (LDC)	Dec 9	Report on logistics	Cathy working on this with LDC
Mary Anne/ Rick W.	Report on Pledge Drive committee	Dec. 9		done
	January 2021			
Judy	Opening words	Jan 13		
Barb & MA	Report on HCT- do members need to be approved by Board?	Jan. 13		
MA-Cathy	How to handle a re-opening task force	Jan. 13		
MA	Webmaster report	Jan. 13	Will work with Finance	
Judy, Tom	Ministers Discretionary fund	Jan. 13	Judy will put task force together to draw up a draft	
Cathy	Setting up training with LDC	Jan 13	update	
Judy	Follow up getting manual edits on web	Jan	Will work with Guy	Operations comm, Assit Treasurer date, PC policy, couple other edits
Judy, MA & Pam	Meet on committee org	Jan	Judy, do edits to graph	
Judy	Get Outreach questionnaire out	Jan		Need to delay to next month – see email from Guy

Average Weekly Attendance

Month	2014	2015	2016	2017	2018	2019	2020
January	156	176	115	119	102	93	126
February	111	170	125	113	90	93	102
March	108	169	126	112	96	96	91
April	124	192	124	102	92	110	113
May	139	173	110	112	102	110	83
June	119	146	119	100	91	96	78
July	112	138	86	68	89	112	63
August	131	122	103	103	72	92	79
September	245	161	126	103	94	101	78
October	186	151	126	128	98	123	77
November	178	131	123	131	95	138	80
December	182	119	118	116	94	109	99
Annual Avg.	149	154	117	109	93	106	89

