

UUCL BoT Minutes – March 9, 2023 Special Meeting with the Action Planning Task Force;

Location: online Zoom, 7:00 p.m.

Trustees Present: Fred Foster-Clark, Carole Campbell, Kim Chappell, Alan Jacobs, Leslie Laird, Darcy Pollock; Rev. Patricia Guthmann Haresch

Action Planning Task Force members: Paula Jackson, Linda Kinney, Marianne Smith, with Fred Foster-Clark as Board representative

Others present: Kay Welty (COM)

Fred opened the meeting at 7:08, and invited Marianne, the APTF chair, to introduce their report. Marianne reviewed the data collection methodology. Winnowing responses from a January 29, 2023, session of 24 in-person and Zoom congregants, the APTF ranked and regrouped the ideas. From these, the Task Force developed six immediate and short-term future (for the 2023-2024 church year) initiatives. (The Task Force report and its two appendices are attached.)

Board members and APTF members discussed the promulgation and implementation of the Task Force recommendations. There was general agreement that fewer events are preferable, in order that volunteers not be exhausted. Kay suggested that whatever idea is proposed be considered for development with three questions: 1) how does it fit UUCL's mission? 2) how does it fit with UUCL's goals? and 3) who are the possible new volunteers who could be invited/recruited to carry out the task?

Of note is the popularity of food-centered events to connect congregants. Discussion focused on where to hold such events: at the church or individuals' homes, similar to the Dinner-Go-Rounds held in pre-COVID times.

Following the discussion with the Task Force, the Board had a brief discussion about the COVID Task Force's recommendation on February 28, 2023 that masking be optional, with a caveat that those feeling ill should continue masking or not attend church events. The updated policy was approved by BoT members via email voting on March 5th and 6th. The pressing need now is to communicate the decision to the congregation.

There being no further business, the meeting was adjourned at 8:27.

Respectfully submitted,

Kim Chappell, Secretary

Action Planning Task Force Report to UUCL Board of Trustees

Executive Summary The Action Planning Task Force was convened in December 2022 and given a short term assignment to think broadly and widely, without constraints about UUCL Board of Trustee goals related to growing our membership (being inclusive, encouraging greater family participation, and raising UUCL's community profile) and volunteer recruitment to better sustain our programs. Our target was to create a short term, medium term and long term list of actions that would support these goals. We were given a short timeline, and so we were required to work efficiently.

Data Collection Methodology We wanted to be as inclusive as possible, consulting with a wide variety of groups, and ensuring communication between the Action Task Force and stakeholders was bi-directional and collaborative, within the constraints of our short timeline. We started with a review of data previously gathered from the congregation, using the following sources: - UUCL Reopening Survey, UUCL Covid Survey, - Leaders Circle meeting on emergence and restructuring, - the DLFD Board report from Sept-Nov 2022, - Revisioning Faith Development Council meeting from Sept 2022, - and Discussion notes from Feb 2022 Widening the Circle discussion We did our own brainstorming activities, and identified the key questions we would want to ask the congregation. We planned and executed a brainstorming activity with the congregation on January 29 where we gathered ideas from 16 in person participants and roughly 8 additional Zoom participants. We met with the Faith Development Council and staff specifically. We mailed a survey to friends and members who are known to not have easy internet access, and we made our email available in the Love Letter for a few weeks with the invitation to send us ideas.

Recommended Activities

Immediate - before June 30, 2023

1. OWL as community ministry
- a. Faith Development Council
2. Established, joyful coffee hour with structured activities (e.g. break out sessions, basket with slips of paper to help people make deeper connections)
- a. Coffee Hour Team
- b. Faith Development Council
3. 8th Principle Training
- a. Racial Justice and Healing
- b. Faith Development Council

Short Term - 2023-2024 church year

1. Establish regular potlucks, with justice makers and/or discussion topics
- a. Fun and Fundraising Group
- b. Faith Development Council
2. Musical programs open to the community
- a. Music Program
3. Establish an easy pathway for volunteers to connect with volunteer opportunities. This would include information on volunteer opportunities available, knowing who to contact/how to sign up for a particular activity, and timely follow up to communication from potential volunteers.
- a. Leadership Development Council
- b. Leaders Circle
- c. Membership Team

Recommendations Already Happening

1. OWL as community ministry
- a. Faith Development Council
2. Music opportunities beyond just during services (music during Coffee Hour; music on the mulch, UU Songs & Me, open mics and perhaps a talent show, sing along opportunities)
- a. Music Program
- b. Faith Development Council
- 3.

Focus on providing programming/activities during “second hour”, meaning during the time following Sunday services a. Faith Development Council

Conclusions

UUCL has tons of ideas! We have categorized just six into immediate and short term future initiatives. In the appendix is a collection of additional ideas that were collected by the task force for the Board and other leader’s consideration. In addition to these ideas, we also heard the following themes: - UUCL community would be served by striving for good enough, rather than perfect. - Structure is required to get volunteers connected with these ideas. Staff time may be required to create this structure; including the use of sign ups and sign up genius. - UUCL has been through many other idea generation / planning processes. Our challenge seems to be in prioritizing/focusing our energy on a few high impact ideas rather than diffusing our energy or burning out particular volunteers. - We recommend the Board of Trustees, in consultation with Leaders Circle and Staff, pick a few ideas, publicize them well, provide staff support for those ideas, and follow through with accountability structures to ensure the completion of the ideas. - Staff believe we have the infrastructure and staffing to offer more programming. However, as we open the building up again and make the space available to the broader public, we must also maintain safety and security procedures and ensure and remind people to respect the use of the building and of their responsibilities when they use the space. - Be friendly and inclusive to families. Whenever possible, include childcare. - Ask each committee to consider specific ways to involve youth and young adults. - Messaging for UUCL should consistently reference our mission statement.

Appendix A This is a collection of additional ideas collected by the task force along with our own ratings.

Appendix B The Safety and Leadership Development Committee groups also had initiatives and activities that they were working on and that the Action Grid includes the status of those, even though this is not work defined by the Action Planning Task Force. Submitted by Action Planning Task Force Members: Lenore Bajare-Dukes Graham Capobianco Reverend Pat Guthmann Haresch Linda Kinney Paula Jackson Marianne Smith Fred Foster-Clark (board representative)