Joint Council Meeting Minutes
November 1, 2016

Attendees: Tom Lichtenheld (Facilities), Pat Ward (Heritage), Jamie Carroll (Hospitality and Fellowship), Rev. Scott Talbot Lewis (LRE), Rev. Lindsay Bates (MAD, MOM, Worship), Jim Frazier (Nominating and Welcoming), Kevin Beyer (Stewardship), Jeff Stibal (Technology), Glenda Peck (WOW), Nancy Christensen, Jan Miller

No representative: Communications; Green Sanctuary; Social Justice

No report: Communications; Stewardship; Technology; Welcoming

Meeting began at 7 p.m. with an opening reading and comments.

Previous Month's Board Minutes, Joint Council Meeting Minutes, Staff and Team Reports

Regarding previous month's Team Report, Glenda Peck asked whether filling the holes on the new lot was an expense, and about the purpose of signage on that property. Tom Lichtenheld said that filling the holes did not cost anything, and that the purpose of signage would be to identify UUSG as the owners of the property for potential rental income, and to give UUSG more exposure to the community. Tom also indicated that because the Facilities Team is without a leader and only has three members, no new, non-essential projects (such as lot signage) will be taken on at this time. Glenda also asked whether there's been any additional discussion on the topic of increasing Lisa Rittenberry's hours to help the Facilities Team; Rev. Lindsay Bates said that besides the fact there is no money in the budget to do that, it is a non-issue since Lisa has accepted an additional position, and could not increase her UUSG hours. Glenda asked whether the archival software mentioned in the Heritage Team's report has been purchased. Pat Ward said that it had not, as there are no funds to do so. She said the purchase price is approximately $2,500, with an annual subscription fee of $400 to $500. She suggested that possibly a fund-raising campaign – with the idea of UUSG giving itself this gift for the 175th anniversary – could be undertaken.

Team Member Recruitment Ideas

It was agreed last month that highlighting individual teams in the monthly Pioneer could help with recruitment; the first team to do so was Facilities in the November issue. A sign-up sheet was circulated for subsequent months, with the following commitments:
December – Technology (Jeff Stibal)
January – Stewardship (Kevin Beyer)
February – Hospitality (Jamie Carrol)
March – Heritage (Pat Ward)
April – LRE (Rev. Scott Talbot Lewis)
May – WOW (Glenda Peck)

Nancy Christensen reported that she received only one response (Social Justice) to her email asking if teams wanted to recruit new members during coffee hours (with a table display, one-on-one recruiting, etc.). Tom Lichtenheld (Facilities) and Jamie Carroll (Hospitality) said their teams would be interested also.

New Business

The talk of team member recruitment led to a report from Rev. Lindsay Bates and Pat Ward on the Developing Leadership/Volunteers workshop that they attended in October. Some of the ideas they passed on:

• The workshop was not just about recruiting volunteers, but also about nurturing and keeping them.
• Potential volunteers respond best when they are asked directly, based on their gifts and interests
• The speaker recommended the S.H.A.P.E. Gifts Assessment (Spiritual gifts/Heart/Abilities/Personality/Experience). Rev. Lindsay is assessing it, and intends to revise it for UUSG. She said it may be simpler and more workable than the extensive Time and Talents Survey that currently is being used.
• Consider the concept of term limits for volunteers. It provides a guilt-free opportunity for someone to step down; eases the transition; insures that people are in roles because they *want* to be, not just out of obligation; lets volunteers know that they are not signed up for life.

- A plan for “volunteer nourishment” is very beneficial; affirmation is important; volunteers need to be praised/thanked
- A plan for on-going follow-up/checking in with volunteers is important
- Volunteers should receive training, resources, information with which to fulfill their role
- A strong vision of purpose; belief in the mission is important

Jim Frazier suggested inviting potential team members to attend one or two of the team’s meetings so they could get a feel for it; Nancy Christensen suggested that it is good for a potential team member to know the parameters of their commitment up front.

The meeting adjourned at 7:50 p.m. Next meeting is December 6 at 7 p.m.