

UUSG Transition Team: Six Priorities when Addressing Pending Transition (9 May 2019)

Based on input from the congregation at this year's "town hall" meetings, the Transition Team developed the following six priorities for UUSG to pursue as we search for a new settled minister and beyond.

Transition Team members include Melissa Auer, Deb Brod, Aaron Fogleman, Kathy McFadden, Bill Scown, and our interim ministers, Revs. Jennifer Innis and Patrick Price.

1. Improve Personnel Management of Staff and Volunteers

Vision:

UUSG is a great place to work. We value strong leadership and the effective management of staff and volunteers that inspires action and holds everyone accountable to living our covenant in right relationship.

Action Items:

- 1) Clearly document the roles and responsibilities for hiring, supervising and evaluating staff. This includes making the new settled minister the chief of staff.
- 2) Implement and document a reporting structure for staff and volunteers that details the chain of command and levels of authority, accountability, and autonomy of each position.
- 3) Create and maintain reliable documentation and recording protocol that is regularly shared with members and friends to improve transparency.
- 4) Clarify the employment status of the music director, technical director, and the children's music director.

2. Continue to Inspire Through Worship and Education

Vision:

We value a worship community that inspires and comforts us and celebrates our faith through enlightening worship services, comprehensive religious education programming, and dynamic music ministries that are recognized in the wider community.

Action Items:

- 1) Hire a Director of Religious Education who will ensure that there is high quality staffing and programming for our children and youth.

- 2) Provide spiritual leadership through engaging and diverse sermons.
- 3) Continue to maintain and support our history, traditions and heritage through effective documentation, reporting, and remembrance.
- 4) Recruit a leader and Charter a team to do the search process for a settled minister that will challenge and inspire the congregation.
- 5) Reinvigorate, clarify, and institutionalize worship committee duties.

3. *Improve Ministerial and Lay Pastoral Care*

Vision: We value pastoral care that helps us find comfort and meaning in life.

Actions Items:

- 1) Successfully recruit a settled minister with the empathy and interpersonal skills needed to effectively assist the congregation with their life challenges.
- 2) Reinvigorate, clarify and institutionalize duties of the WOW team.
- 3) Restart lay ministry and establish an ongoing training program.

4. *Build Stronger Congregation Relationships and Manage Conflict Respectfully*

Vision: We value healthy, strong, and resilient congregational relationships, including addressing our differences directly and with open and honest discussion.

Action Items:

- 1) Expand understanding of covenant to include the promise about being in right relationship.
- 2) Improve relationships in our community by developing clearer, more direct and more constructive ways to resolve disagreements.

5. *Build Membership Responsibility for Support and Stewardship with Time, Talent, and Money*

Vision: People feel good about giving.

Actions Items:

- 1) Communicate to the congregation what our needs are and how well those needs are being met.
- 2) Educate the congregation on how financial support and volunteer services align with fulfilling our goals.
- 3) Recruit a team that will greet people at every service.
- 4) Recruit a team that will take responsibility for internal and external communications
- 5) Set goals and measure our congregation's time and monetary support for UUSG programs.

6. *Build Public Ministry*

Vision: UUSG is recognized as an effective force for progressive social justice in our community.

Actions:

- 1) Recruit active leaders to maintain and grow social justice and environmental programs.
- 2) Recruit a team that will be responsible for communicating our participation in outreach activities to others.
- 3) Set goals and measure our congregation's time and monetary support for social justice and environmental programs.
- 4) Encourage wider involvement in community-related social justice activities.