**2016 Committee Recharge Event**

**NOTES**

Saturday, September 24, from 9 a.m. - noon, Fellowship Hall

Present (Committee Represented): George Banziger (Board of Trustees), Karen Barry(Board), Diana Bonnell (facilitator, Nominating Committee), Kat Hawbaker (Minister), Dawn Hewitt (Green Sanctuary), Roger Kalter (Buildings & Grounds), Chris Keller (staff ), Linda Lawton (Board, Treasurer), Katy McDaniel (Board), Martha McGovern (Worship &Music), Shari Miller (Board), Jay Phillips (BRIDGES), Nina Redd (Caring Committee & Visitation Team), Ron Rees (Board of Trust Governors), /Darryl Ting(Membership).

Welcome, Invocation. George welcomed all the participants, and Kat provided an invocation.

Team-building Exercise Diana Bonnell asked the group to break out into pairs and discuss with one's partner: the committee they represent, what that committee does, and why they serve on that committee. Each participant was asked to find out something unique about his/her partner in the exercise. Each pair then reported to the larger group.

Celebration of Past Accomplishments & How These Lead to This Year's Goals & Objectives. The group was asked to consider goals & objectives beyond one year--i.e., two-three year time period.

*Board.* George distributed a tentative list of goals & objectives of the Board of Trustees and highlighted some items such as streamlining meetings, coordinating and supporting the Capital Campaign, and leadership development.

*Finance Committee.* George mentioned the tentative goals & objectives of the Finance Committee including making long-term plans for a balanced budget, planning an effective pledge drive over several years, promoting best practices in activities such as selling grocery cards, and expanding membership of the committee.

*Membership.* Darryl emphasized that all members and friends should be part of the Membership Committee in efforts to advance the numbers of members & friends, but, more importantly, promote engagement of members& friends in the congregational activities. Several ideas for promoting membership came from the 2016 UUA General Assembly. The Committee is regularly doing continuous review of its practices. Darryl explained that the Committee is looking at what it can do after the newcomers' orientation to ensure engagement of new members. It is important for all members and friends to adopt the perspective of newcomers so that we can imagine what we look like to a first-time visitor. One idea that would help newcomers understand how our committee work is to provide more details about committee work when announcements are made at the end of the worship service and to invite participation at that time. The banners outside the sanctuary, especially the marriage equality banner, have attracted new people to our services; a modification of the banner project will be to put up "mini banners" that mention how the general principle described in the large banner can be realized. Another idea raised in this context was to put the committee that a member or friend is involved with on their name tag. At the worship services Kat mentioned the approach of asking people to stand to indicate their affiliation with a committee as each committee is named by the worship leader.

*Caring Committee & Visiting Team.* Nina started by pointing out that many others besides the members of these two groups participate in visiting and caring for members and friends. . She mentioned two objectives for her groups: 1) Service during times of loss; 2) Establishing a book shelf/resource center in the RE Building for books and material items for the purpose of personal comforting.

*Green Sanctuary*. Dawn highlighted some key areas of this committee's activities including working on Earth day both in Marietta and in Parkersburg, having a representative at every community meal, being responsible for clean-up on a segment of the Marietta River Trail, participating in AREC (a regional organization dedicated to renewable energy) revising the "Easy Being Green" resource on the FUUSM web site, and maintaining the recycling bins in the kitchen. Goals for the future include: 1) Expanding connections with other groups, such as supporting the showing of the film, "Groundswell Rising" and the Interfaith Power & Light Co; 2) Promoting installation of additional solar panels; 3) Promoting the Seventh Principle life style. After some discussion it was agreed that we need to provide more information on our Green Sanctuary commitment to those who rent our facility.

*Committee on Ministry.* Not represented. Needs to be re-established. Kat is working on recommending another member.

*Board of Trust Governors.* Ron described the two main FUUSM trusts and the new Values Trust that Dave Ballantyne has established. He also explained that in managing trusts, this committee needs to take a long view of 10-15 years in order to ensure the long-term viability of these funds. The committee strives to keep these funds growing and to spend only a portion of the interest that these funds yield on FUUSM projects.

*Community Meal.* Although this committee was not directly represented, George explained that there is no longer an overall committee chair (Gwen Banziger in the past); now each of meal has a coordinator (Shari Miller, Nancy Luthy, Gwen Banziger) and a head cook. It was suggested that there be a co-coordinator for each meal as well.

*Buildings & Grounds.* Roger recognized the past leadership of Dan Harrison and Joe Baker for this committee and the outstanding current leadership by Kevin Morey. The committee is trying to balance the needs for restoring the stained glass windows with other needs in the sanctuary building. The roof is complete. There will be discussion about seating in the sanctuary. He announced a work party to clean up grounds and the buildings for October 29. The De-clutter Committee under Wendy Morey is busy re-organizing our material items. The Capital Campaign Committee will be considering sanctuary renovation including seating, walls, stairs; they might set up a sample section of seating as an experiment.

*BRIDGES.*  Jay announced that this committee is seeking a new member. A noteworthy past accomplishment has been the high quality of adult RE sessions, primarily under Darryl's leadership. Diane McMichael is helping with planning of non-class activities across age groups. The idea of thematic summer programs seems to have worked well. Goals: 1) Add new members to the committee; 2) Increase attendance at RE sessions for all youth by communicating with families weekly, using Facebook groups, one-on-one communication, and helping with transportation.

*Rev Kat.* Kat expressed gratitude for the support and special arrangements made during her sabbatical period last year. She is pursuing ongoing continuing education, such as the upcoming history convention. A follow-up to the UUA General Assembly is her effort to promote social-justice initiatives in the community and in our congregation. She also wants to strengthen her support of FUUSM families and personal contacts.

What Brings All the Committees Together.

There was some discussion about what cohesive identity we have beyond the mere aggregation of disparate committees. Kat mentioned the importance of moving beyond one's turf in considering how to collaborate and communicate between and among the committees. George gave the positive example of how the organizers of the September community meal reached out to the Green Sanctuary to ensure that GS goals could be maintained during that meal; several GS members came to help with the clean up and dish washing. The models of the Worship and Music Committee (delegating tasks to those outside the committee) and of the Membership Committee (helping new members to engage in committee work that best fits them) are worthy of emulation. There was some discussion about the membership directory; people should use the database (a broader list) and the directory according to whatever purpose they have to contact current or former members and friends.

Marketing and Recruitment of Committee Members.

Diana Bonnell led the participants in a small group discussions on this topic followed by a plenary session when ideas generated in the small groups were shared. Some ideas mentioned:

* In public announcements make the need for help explicit (with some announcements new people may get the impression that they are not needed).
* In newcomers' orientation identify committee activities which require minor initial commitment.
* Have committee chairs/members wear some distinctive and differentiating attire; also identify committee serviced on name tag.
* Conduct the survey that Diana handed out then make personal contact based on survey results.
* Add a brief description of each committee and main contact person to newcomers' packet
* Support events like the Caring Committee bake sale to promote and fund raise for committees.
* One approach all agreed to implement immediately is to highlight one committee in each Confluence edition. The following schedule will be used for this purpose (note: Confluence deadline is the **25th of the month before** the issue):

October -Membership

November - BRIDGES

December - Social Justice

January - ?

February - Caring & Visiting

March - Board of Trustees

April- Green Sanctuary

Review of “Best Practices” of Committee Management (will be as attachment via e-mail after the Recharge event)

Adjournment

**Many thanks to Board members for delicious breakfast items.**