

Minister's Report and Statement on Ministry

April 14, 2016

Dear Board Members,

As we look to the year ahead and, I would ask the Board's endorsement of these commitments by me and by others for the last year of our development ministry. This plan is the result of a meeting of representatives from three groups: the Board, Shared Ministries Committee, and Leadership Development Committee – that I have come to call an Ad Hoc group.

The things I am committed to do differently this year are to:

- Dedicate more time to planning and preparing for meetings
- Dedicate more time to building relationships with lay leaders, consulting with them, and in expressing my appreciation

And so I can continue to learn, I am committed to:

- Getting professional support for learning how to communicate effectively with leaders
- Asking the Shared Ministries Committee to work with me in deepening our partnership and understanding of shared ministry at UUFCO

The Ad Hoc group has committed to see that, in the near term:

- The current divisive and blaming behavior be addressed and ended
- A Disruptive Behavior Policy be adopted and/or enacted by the Board and Shared Ministries Committee
- A Healthy Congregations Team be created
- Problems are brought to me as Minister directly and kindly. No anonymity or confidentiality of feedback or complaints

And over this next year, that:

- Representatives of the Board, Shared Ministries and Leadership Development committees meet monthly as an Ad Hoc group for minimum 6 months
- A non-UUFCO consultant be hired to support the Ad Hoc group and all interested leaders in developing 'needs and values' based dialogue

I am grateful for this group's willingness to work with me in achieving these plans.

In addition to the above, I also suggest that it would very helpful for:

- The Board to get a non-UUFCO church consultant to assist in transitioning into a new role and responsibilities (i.e. UU Rev. Mark Gallagher, Vancouver, WA)
- Shared Ministries committee to get non-UUFCO assistance to develop capacity in its new role (i.e. UU Rev. Carol McKinley)

The support of the Ad Hoc group was affirming of the work we as congregation and minister have been doing and can yet do. I'm hopeful that the path ahead can be creative, constructive and enriching for both UUFCCO and me; and that we find ourselves at the end of it, deeply satisfied with what we have achieved together.

Reverently yours,

Rev. Antonia Won