

## **UUFCO November 2016 Board Report - Minister**

By Rev. Antonia Won, November 9, 2016

### **Programs and Ministries**

As a congregation we are very much in the throes of establishing ourselves. The work of committees remains more demanding than it will be in the future, as new systems; policies, norms, roles etc. are sorted out and normalized. Of note at the moment is that

- The work of the Leadership Development Committee is moving into implementation as they visit each committee to exchange information about their respective purposes.
- The Healthy Congregations Team is meeting regularly and talking deeply about aspects of their role and strategies for fulfilling it, as well as the structure and makeup of the team itself. They are doing foundational work.
- The Shared Ministries Committee is currently non-functional with one remaining member.
- The Ad Hoc Leadership Committee formed per the agreement between the Board and myself met. The status of the Shared Ministries Committee was discussed and it was suggested this leadership group might fulfill its function in the short term. This is under consideration.

### **Staff**

Staff had extra work this past month for the Ministerial Search Committee that they responded to quickly and efficiently. It has had a lag effect however as staff are generally working at capacity and new stressors are on the horizon. As Amy Falkenrath representing the Personnel committee will report, changes to employment law will take effect on December 1, and affect all staff except myself and occasional workers e.g. childcare, teachers, kitchen hosts, etc. The new requirements impact the fluid and generous way staff use their time to be responsive to the ebbs and flows of congregational life. Each staff will have to establish new patterns of managing work and time, this during the Christmas season. We are grateful to volunteers who are able to help in the office, especially new member Trisha Bell who has been a blessing this fall.

### **Leadership Development**

We have now concluded the immersion course with Rev. Cat Cox. When I met with Rev. Cat in Seattle a couple of weeks ago, I was tasked by the Healthy Congregations Team to ask a) how they could incorporate some face-to-face facilitation during the practice course we are headed into, and b) how this work could be shared more widely with the congregation. As a result, we are planning to have Rev. Cat come to UUFCO for a weekend early in the New Year to meet with the HCT, preach a Sunday service, and hold an open session for the congregation following the service, with the support of the worship committee, healthy congregations team, and Mark Hickman, president.

### Ministry and The Presidential Election

The election has devastated many, many members of the congregation and staff. While churches are non-partisan, we promote certain values and support a certain kind of culture. A majority of UUs (but not all) feel that the Democratic party reflects UU values more than the GOP, and are distressed that their values have seemingly been repudiated by the larger culture. There is mourning for the loss of a dream for the first woman president and a liberal vision of equity for minorities, as well as fear of diminishing stability and stability both nationally and internationally. It is a time of deep grief and anxiety for many in the congregation, at a time when the congregation is amid much change. As we move through these next and closing months of this ministry, let us all as leaders of this community be mindful of one another and those who rely on us for guidance, compassion, and courage in uncertain times.