



The board is very appreciative of the time you took to share your comments and suggestions in person and in writing. We heard from over one hundred of you in person or in writing and deeply considered all congregational feedback. The feedback was largely supportive of applying for a developmental minister, and your board has voted unanimously to do so. The application requires that we identify up to five goals to match with an appropriately skilled developmental minister. The goals as developed by your board are as follows:

- Develop lay leadership
  - Develop, implement, and maintain a mechanism for matching congregants with volunteer tasks/roles
  - Create a lay leadership development program, so that new volunteers can begin with small tasks and be guided to gradually assume larger roles and greater responsibilities
- Assist the congregation to live effectively at its current size
  - align expectations of congregants with the level of staffing that we can afford.
  - Delegate or eliminate tasks to create a sustainable work load for all
- Assist the stewardship team in growing the financial stewardship of the congregation
  - Implement recommendations outlined in Mark Ewert's Stewardship Consultation Report
- Modify our policy based governance model to maintain the goals of policy governance within a mid-sized congregation but relieve workload burden on staff and minister
  - Freedom of creativity of minister and staff
  - Clear accountability toward mission
  - Appropriate support between the board and the minister.

As you know, the time line is very tight. Our application is due February 15th. We welcome your feedback on these goals within the next twenty-four hours and we apologize for the very short time frame.

In faith,

Your Board of Trustees

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