

**First Unitarian Society of Ithaca
Board of Trustee Meeting Minutes
March 15, 2023**

Don Barber, president called the regular monthly meeting of the Board of Trustees (BoT) to order at 6:32 pm on Wednesday, March 15, 2023.

Trustees Present: Don Barber (President), Valerie Graves (Clerk), Dick Kurtz, Nancy Miller, Margaret Nichols, Therese O'Connor (Vice President), Rene Rogers

Trustees Absent: Walt Peck (Treasurer - Ex-Officio)

FUSIT Members & Guests: Fred Balfour, Harry Dutton, Hans Fleishmann, John Gaines, Reverend Peaches Gillette, Matt Hare, Emily Richards, Michelle Waffner

Handouts:

- [Board Meeting Minutes 021523](#)
- [Treasurer's Report, March 2023.docx](#)
- [Associate Director of Cong. Life JD](#)
- [Fred Balfour Appt to Trustee](#)
- [Winter 2023 Open Question](#)
- [Vision of Ministry 2023-2024 Initial Proposal](#)
- [Year End Discussion Topics](#)
- [Spring Goals](#)

Agenda Item # 1: Welcome and Chalice Lighting

Therese O'Connor lit the chalice and read a selection.

Agenda Item # 2: Congregational Communication Period

Topic: Building Community

Three things can be done to build a sense of community. First, there used to be a picture directory and the current equivalent is Breeze. People need to be aware of Breeze and pictures and bios need to be uploaded. Second item, the volunteering for hospitality teams has been up and down - but getting volunteers involved helps build community. The third item, would be an easy way to manage google drive would be helpful for volunteers.

Discussion:

- There were some discussions about having a quick tech training on Sunday after the service.

Response: The church administrator did a couple with just a few people in attendance. There was not enough interest to continue them.

- A tutorial on Breeze would be a good idea.
- If people who know how to use Breeze show others they will see it is quite easy. Individual members can reach out to friends and help them.
- People in leadership positions in groups and activities could include some guidance for Breeze to those they are working with.

Topic: Stewardship

There is no stewardship report this month, so Matt Hare was present to report on the progress of the committee. Thus far in the pledge drive, 44 households have pledged. The total has summed about \$98,000 so far. The total is just under a third of last year # of households and pledges, which is good for this time in the pledge drive. The majority of pledges are an increase from the year before. There are also three new pledging households.

Regarding the distribution of pledge amounts across the congregation, there are a few people that pledge a lot. Historically FUSIT and stewardships hasn't reached out to those individuals specifically or differently than the rest of the congregation. Stewardship is asking the Board to think about the possibility of reaching out with some kind of special thanks, but also to start a conversation about estate planning. FUSIT is somewhat vulnerable because of those large pledges coming from individuals who are in their senior years. Having the leadership of the church reach out would be meaningful.

Discussion:

- Many people are unaware as to who those people are - are they still trying to remain anonymous?

Response: There is no reason to depart from the anonymity they have enjoyed.

- Maybe there is a way to send a thank you without a lot of people knowing.
- The Board could deliberate without the names being known. Or at least agree that it would be meaningful for leadership to reach out to them. Then at least one person would need to know. The question is do we reach out, and if so, who should reach out? It may be better to have someone from the ministry reach out, rather than a member of the Board.
- There is no need to know who someone is to reach out and send a thank you.
- Those who are particularly generous could be asked if there is a way they would like to be shown appreciation. There is no way to know what they prefer without asking.
- What is the timing for this?

Response: A couple of weeks would be fine.

- Reaching out and building relationships beyond just asking for money has been helpful for Cornell.

Action Item:

The Board will continue the discussion about showing donors appreciation over Slack.

Topic: Audio Quality

The audio quality is exceptionally good for this meeting. A remote listener had to turn down the volume.

Note from the Clerk: The simple audio/visual tower was in use.

Agenda Item # 3: Changes to Agenda

A trustee appointment will be addressed after the monitoring function. A brief discussion of spring goals will be included after the winter Open Question. There were no objections to the changes to the agenda.

Agenda Item #4: Visioning Question

What is the culture at FUSIT and how does it create an inclusive or exclusive community?

- The structure and format is very much like a Christian church and that might be uncomfortable for those seeking an alternative.
- Last Sunday's breakout groups were phenomenal and many people said they enjoyed it. There were some new people and they were energized by that interaction. Things like that are very important. FUSIT can take the opportunity to mix things up and do something totally different. However, there is a culture of comfort and traditionalism that people are nervous about straying away from.
- There used to be a pagan group and once a year they would conduct the service. It was appreciated and fun.
- Everyone is so careful and reluctant to speak out at the service. But last week someone shouted "you forgot to light the chalice" - when the spirit moves people they need to speak.
- FUSIT is philosophically liberal, but structurally conservative.
- The music is very traditional with the use of the organ and the focus on European classical music. Where is the guitar? Listening to an organ is very reminiscent of the Catholic church.
- If the word church is typed into google, FUSIT does not come up. We are a society.
- We collectively and individually want to be inclusive but our actions are not inclusive. We are often looking for people we know at coffee hour.
- We need to cultivate a culture of reaching out to people we do not know especially at coffee hour - it is up to individuals.

- As a culture, FUSIT needs to keep it mixed up - even calling out during the service is a Baptist tradition and some people do not like that. There is no way at every moment to keep all people connected to what is going on but if things keep moving it will be more inclusive. The culture needs to be moving and vibrant - with a variety of music.
- When talking to members on the younger side. They feel like the committees and groups are all people who know each other and it is hard to break in. Hospitality teams can help.
- Pub theology is a great event to get into another mode.
- The music has expanded to encompass classical, folk, and modern music. The structure of the services can be mixed up too. There are lots of other kinds of music that can be included - hip hop, jazz, middle eastern music, Asian music...
- In terms of music - there might be organ music that is less traditional as well.
- Many of the guest musicians are not paid to come. They are people using our space and coming to play music to offset the cost with a trade. Many of the musicians that come in are not chosen. We are lucky to have the variety we have.
- Then how do we get a wider variety of musicians in the area to know about our space and come use it in trade for performing?
- People are naturally drawn to cliques. Small group ministry can also get too exclusive.
- The whole idea of small group ministry was that groups would form for a year and then split in half and invite in new people. Once they were started there was resistance to following the model. But if they did, more connections could be formed and it helps the congregation to have as many connections as possible.
- Ministry wants to speak to that in the coming year.
- Our small group has been together a long time and yet over the last couple of years we have had a number of people who have come in and have benefitted from the stability. But we are also fine with small groups turning over. However they cannot be forced to change. UUs are not a group to be coerced into doing things.
- Ideally there would be one continuing group and one rotating group, if people have that kind of time in their schedules. That would allow continuity and connection with new people.
- A connection Sunday, like the one last Sunday could happen 3x a year as part of our plan Sunday Services.
- In general, if you do not have a captive audience, people do not show up.
- The connection Sunday is not meant to replace small group ministry.
- Maybe we need to examine what it really means to make someone feel welcome and put that into action. Not just by inviting individuals into an exclusive group. On some level we need to examine what is missing that prevents us from presenting ourselves as welcoming.
- Small group ministry for parents would need to include childcare. And it would be hard to join an established group for parents - they might need to meet with people in a similar stage of life.
- Next month we could continue the discussion of what our culture looks like - what are we missing to make people comfortable.

- If we are looking to continue this discussion, we have been talking about the culture inside the walls, we also need to think about outside the walls.
- How are we perceived by the greater Ithaca community and how do we want to be perceived?

Agenda Item #5: Consent Agenda

Consent agenda items:

- [Board Meeting Minutes 021523](#)
- [W Treasurer's Report, March 2023.docx](#)
- [Associate Director of Cong. Life JD](#)

Discussion:

- The final job description for the associate director for congregational life was not seen by OAT and Personnel, a John Gaines, a representative from both, suggested that the Board approval go forward and the job description can be amended if necessary..
- There was no administrative report submitted before the Board meeting this month.
- MVT can look at records through the year and see who has been sending reports and who hasn't and check in with them. We can let them know that the Board would like to know all the wonderful things they are working on.

Motion: A motion was made by Don Barber and seconded by Therese O'Connor to accept the consent agenda.

The motion passed.

Agenda Item # 6: Monitoring Function - Team and Committee Reports

Discussion:

- For Stewardship, the Board has been asked about reaching out to large donors.
- Several reports were using the template.
Response: The template is available in the Google folder of reference material for teams and committees and Michelle Waffner can always send it if needed.
- Several reports said the team had money left over, which is encouraging. This is not a "use it or lose it organization." But it is helpful that people are looking at their budgets and keeping track.
- The Social Justice Leadership team has been created and has four goals that they have put together.
- There is a Board meeting with personnel on Saturday at 9:00 am.
- MVT is working on summer services.

- Building and grounds is looking for funds and will talk to the finance committee and treasurer about important expenses that were not in the budget.

Agenda Item #7: Appoint Trustee

The resolution was read to appoint Fred Balfour as a trustee.

- What does this mean for the nominating committee?
Response - Fred has agreed to serve on both.
- Board members may get spam emails and they should be ignored. Make sure to ask questions that confirm identity if any suspicious email addresses send messages.

Motion: A motion was made by Therese O'Connor and seconded by Dick Kurtz to accept the resolution.

The motion passed.

Fred Balfour stated that he is looking forward to participating on the Board. He has been watching the board operate and it has been a positive learning experience. He is eager to participate in building a beloved church, while also learning and meeting more people.

Agenda Item #8: Winter Open Question Update

There were a total of 57 responses to the winter Open Question. There are multiple responses from some people and also responses from small groups. Several people wanted to figure out a process for better understanding what the community wants. Many people would like to partner or work with other congregations. Other answers were suggestions to educate ourselves and the community about what we do and what we believe. Another topic in the responses was engagement and volunteerism - internally and out in the community. Some people wanted to better define spirituality and spiritual growth.

Action item:

Valerie will write a short summary in the next couple of weeks.

Discussion:

- There will not be a Spring open Question, but Board members should be thinking of a fall Open Question for the future.
- Keep the questions simple so answers can be simple.
- If the congregation is having a conversation about LGBTQ welcoming community - an Open Question about supporting LGBTQ rights could be one suggestion.

Agenda Item #9: Congregation Year-End Actions

Annual Meeting: Becoming a LGBTQ welcoming congregation should be renewed every 5 years, but FUSIT joined the movement in the 80s. Kevin Moss and Loretta Heimbuch are on the renewal team. The Ministry team would like to have a vote in the annual meeting to support the renewal initiative. Any steps that are needed for the Board should be clarified.

Discussion:

- There should be a conversation with the congregation and then the plan should come to the Board in the form of a resolution.
Response: April 23 will be the congregational conversation.
- Will the annual meeting vote be to affirm this plan or will the congregation be asked whether they want to renew the commitment?
Response: The commitment has already been made and the vote will be to affirm that commitment.
- The details of what was done in the past should be brought to the congregation so the reason for the vote is clear.
- Hopefully any concerns will come out in the congregational conversation. The five steps for renewal will be clarified.
- The resolution could state what happened in the past. This effort does not need to come through the public witness policy because it is coming from the ministry.
- A vote is not actually needed, but the vote is a way to engage the congregation and affirm intentions.

Action item:

Don will talk to Michelle Waffner to get copies of annual meeting agendas from previous years

Usually the annual meeting is on the last Wednesday in May, but because of the Memorial Day weekend holiday, May 24th was chosen for the annual meeting. The date will be announced to the congregation and included in the summary of the minutes. The annual meeting will also include a brief report for NomComm and some appointees for the Board.

Budget: There are more expenses than income being projected. What information does the Board want to be able to make decisions about the budget?

Discussion:

- The board would like to see a worst case and best case scenario with details about salary and benefits costs and significant buildings and grounds issues.

- One approach could be a bare bones budget, a dream budget, and a compromise that falls in the middle. There could also be a contingent budget that could expand as more money is raised.
- Some expenses just go up from year to year. The decision has to be made about cost of living increases for staff. The final decision may come down to which parts of the dream budget are possible and which need to be done.
- Revenue is the other question: the Stepping Stones preschool just signed a contract for 5 years with minimal increases. The Dream budget should also include projections for revenue and rentals. Rental prices will be increased for next year.
- A lot of rentals get space free or at a discount because of the barter system in place.
- Are there some pure barterers?
Response: Yes. Some people or groups do not pay to use the space.
- But serving the community needs to be considered and weighed against financial needs.
- Next year's budget also depends on the vision of ministry - the budget should feed and support that vision.
- When looking at the budget, graphics would be helpful.
- There are important costs to review: occupancy/property cost, optional maintenance, as well as personnel cost for operations and programming. If cuts are needed we need to see the details to know what to cut. On the programming side, whether more can be done with less expenses should be considered. Will the Board see a line by line budget?
Response: Yes.
- The budget that the board brings to the congregation for approval will be put out in May and will be for the next church year.
- The board has not seen a draft budget from the treasurer. The April meeting will be the first discussion of the budget.
- Members of the congregation want to see numbers
Response: The detailed budget will be shared with the congregation in May.

Action Item:

All Board members should look at the Profit and Loss statements from each meeting. They can be confusing, but all the expenses and revenue are in those statements.

Action Item:

Valerie will send the meeting notes to Walt Peck (Treasurer) for him to share with the Finance committee.

Agenda Item # 10: Ministry Year-End Actions

Vision of Ministry: The vision of ministry (VoM) was sent out to the team leadership council (TLC), OAT, staff and the Board.

Discussion:

- The VoM fits in with the responses from the open questions
- MVT will take all the feedback before the VoM is presented officially to the Board for the April meeting. Wordsmithing is welcome to add another dimension.
- Feedback can be sent mvt@UUithaca.org.
- The goal is to make the VoM succinct.

Action Item:

All board members should review the VoM and send feedback.

Evaluation: The Board is in favor of spending time reflecting on the past year and having an evaluation process for the ministry, for church leadership, and for the Board. The evaluation work will be done in May and will include how well we all worked in line with last years VoM.

Discussion:

- The evaluation should be a conversation, a survey, and a couple sentences of feedback.
- The VoM from last year could be sent to the appropriate parties with a request for comment - What was done, what was not and why not?
- The appropriate people to send it to are the members of the Board, staff, MVT, OAT, TLC.

Action Item:

Therese O'Connor will send out an email with a request for responses.

Discussion:

- The evaluation of MVT and OAT is missing. There has been an evaluation of the structure, but not of what was done and how they have done. What is the process for evaluating MVT and OAT?
Response: It would be best if MVT and OAT did a self evaluation and shared it with the board. The evaluation could include communication and work with the Board. Also what was done and what could be done better in the future.
- A self evaluation is the right thing given how the groups are evolving and growing.
- But there is also a piece that the Board needs to do.
Response: Maybe the Board could comment on the self eval. And have a dialogue after the summary is read.
- The structural evaluation should be separated from the performance evaluation. Some structural things cannot be fixed, but they can be commented on and worked on.
- The minutes from the MVT/OAT meeting was just a snapshot in time. There should be a conversation between MVT OAT and the board in June after the self evaluation.
- There exists a work culture evaluation, in addition to that the performance review can start with revisiting the charges to the teams and how well they were fulfilled.

Agenda Item # 11: Board Year-End Actions

The Board is hoping to have adopted the Board Policy Book (BPB) even if it is imperfect. The Board is asked to commit to adopting the BPB at the June Board meeting. GovCo is working with OAT to evaluate the concerns they are aware of related to governance.

Action item:

Valerie Graves will include the job description development process in the BPB.

Agenda Item #12: Board Spring Goals

- Develop with MVT 23-24 Vision of Ministry
- Adopted Amended Board Policy Book
- Forward Realistic Budget to Congregation
- Find Intentional Ways to Thank all of this year's Volunteers and Staff
Make decisions about Congregational Life positions and Pastoral Care minister for next year.
- Evaluate and if necessary make some changes to the Partnership Governance Model
- Evaluate the Board's performance this year

Discussion:

- The process for deciding the ministry staff for the coming year is not clear. Will the treasurer be making suggestions based on the budget? The staff is anxious to know what is happening next year and would like to know before June.
- It starts with the budget. The liaisons have had discussions with staff. The Board will have to get information from 3rd parties about those discussions. When The Board meets in April, we will need to talk about other information we will need to be able to decide.
- Just to clarify, the Board doesn't set the budget. The Board brings a budget forward to the congregation that the Board is comfortable with sharing, and that budget will include the plan for staff.
- In the past, the Board was not directly involved with staffing decisions. Last year, the amount of money available was given to the Ministry Fulfillment Committee and they brought forward a resolution.
- Contract ministry may become the default so it may make sense to develop a formal procedure for ministry staff contracts.
- This year they are all one-year contracts but they could be multi-year.
- The ministry staff is hired by the board. Then the board makes the decision.
- Who is the "they" who brings the budget proposals to the Board? The budget team? The Treasurer?

- The treasurer is willing to come up with ideas and the Board can let him know how it needs to be broken down to be clear for Board members.
- OAT liaisons talk to the staff but they may not have a process for sharing information with the Board. There are also team leaders who help contribute to the plans for the budget. The Finance committee also works with the Treasurer.
- There are many systems in place to bring information to the Board.
- The treasurer has talked to the staff and will bring options to OAT for feedback, not for approval.
- The reason for the current budget process was because a past treasurer was doing it alone.
- The treasurer should be a lead on the budget team, and it should include staff.
- Finance committee is involved in budget discussions. The treasurer is also talking to Oat for ideas. MVT should also have some input through team leaders.
- The actual business of putting together the budget is a joint effort between the budget team and the Board and then it will be discussed and decided together.

Motion: A motion was made by Don Barber and seconded by Dick Kurtz to accept the Board Spring Goals.

The motion passed.

Agenda Item #13: Closing Words

The closing words were read by Therese.

Meeting adjourned at 8:33 pm.

Minutes taken by Valerie Graves, 3/15/2023.

Resolutions and handouts:

Whereas The Board of Trustees has a vacancy;

Whereas the FUSIT bylaws state “In case of a vacancy in the Board more than 60 days before the Annual Meeting, the Nominating Committee shall recommend

one or more candidates, one of whom may be appointed by majority vote of the Board to serve the remainder of the fiscal year.”; and

Whereas Nominating Committee is recommending Fred Balfour to serve as a board trustee; now, therefore, be it

Resolved that the Board vote to approve Fred Balfour as a trustee through the end of Fiscal Year 2022-2023.

Vision of Ministry 2023-2024
Initial Proposed Language

2023-2024

Create opportunities for further spiritual growth and faith development by:

- Centering Social Justice as a core part of who we are and an avenue to individual and societal transformation
- Inviting more opportunities for connecting with each other in deep and meaningful ways.
- Exploring our roots as a pluralistic, multi-faith community, offering ways to learn with, and engage in, wisdom and practices from a variety of spiritual traditions.

Submitted by Emily Richards
3/15/23

Dear Trustees,

In advance of Wednesday’s meeting, I want to get you thinking about a couple of agenda items that don’t have any background material in the Board packet, specifically planning for the close out of this fiscal year.

Congregation Year End Actions:

1. Next month we will need to set the date of the Annual Meeting if we don’t do it this month.
2. Budget- Walt has prepared us that there are more requested expenses than can be predicted to be raised in funds based on current projections. We need to work

collaboratively with the Budget Team to both understand how the budget numbers interrelate and the impacts of not fully funding all or some budget areas. Because that hard work will need to be done next month, the Board should be clear on its needs.

Ministry Year End Actions

1. For next year and to help in prioritizing budget decisions: adopt a Vision of Ministry for 23-24 next month. MVT will provide an update.
2. Evaluation of 22-23 Vision of Ministry- who (BoT, MVT, staff?) what format or questions to be answered, and when.

Evaluation of MVT and OAT? Self-evaluation is the best approach and then share these with the Board. Separate structure part from the performance part?

Board Year End Evaluation

1. We have adopted the BoT evaluation questions: when (document suggests May) and process for reflection and to collaborate on sense of the body analysis.
2. Board Policy Book: goal was to adopt a new Board Policy Book by the end of this fiscal year. GovCo will be meeting with OAT to review their challenges with the new structure. Can we adopt knowing that the BPB may need further modification next year?

D. Barber 031323

Spring Goals

1. Develop with MVT 23-24 Vision of Ministry
2. Adopted Amended Board Policy Book
3. Forward Realistic Budget to Congregation
4. Find Intentional Ways to Thank all of this year's Volunteers and Staff!

I submit these to stimulate your thinking
Don Barber - 031323

I would add:

5. Make decisions about Congregational Life positions and Pastoral Care minister for next year.
6. Evaluate and if necessary make some changes to the Partnership Governance Model
7. Evaluate the Board's performance this year

Nancy Miller 3/14/23

First Unitarian Society of Ithaca						
Winter 2023 Open Questions Responses						
<i>How can we, as a community, come together to provide transformative opportunities for spiritual growth that would change or affect ourselves and the world?</i>						
		<i>note</i>				
COD E		source	date		CODE KEY	Tot als
1	Start a Small Group with the specific goal to answer this question.	SGM-R. Rogers	2.5	1	Small group work	4
4	Invite speakers from various other community religious congregations to speak	SGM-R. Rogers	2.5	2	Social justice projects/work	5
6	Incorporate more education on various world religions.	SGM-R. Rogers	2.5	3	Partner/work with other congregations and those outside of ACT	9
3	Area congregations join on social justice priorities; ie., Blueprint Charleston Area Ministries	SGM-R. Rogers	2.5	4	Invite speakers/facilitators from other faith communities to speak or hold workshops	3
3	Partner with a black church for a year, such as Calvary Baptist.	SGM-R. Rogers	2.5	5	Hold focus groups, talking circles for congregants to explore values and living	2
3	Interfaith pot-lucks, as per a Lansing congregation.	SGM-R. Rogers	2.5	6	Educate ourselves/our community	9
3	Attempt to pull in faith groups not represented through ACT.	SGM-R. Rogers	2.5	7	Define "Spiritual"; spiritual growth; spiritual expansion	5

5	Engage in Talking Circles.	SGM-R. Rogers	2.5	8	Engagement and volunteerism with FUSIT & out in the community too	8
3	FUSIT-wide focused activity providing direct contact with people outside our church community	SGM-R. Rogers	2.5	9	"The process" of how to ascertain what UUs want; how to build consensus; how to answer these questions	11
5	Suggestions offered during meetings warrant acknowledgement and at least minimal feedback	SGM-R. Rogers	2.5	10	Misc	1
3	Visit various local faiths during their time of worship.	SGM-R. Rogers	2.5			0
8	Encourage people who say they want to do projects to actually volunteer.	JAG	2.10			
8	What better project is there for us than helping our own UU kids	JAG	2.10		Total	57
6	- Focus on erasing the perception that "they" are different from "us."	Tues nite SMG				
2	- Facilitate and sponsor small and large group social justice projects	Tues nite SMG	2.17			
8	- Grow our congregation to bring us new ideas and vitality.	Tues nite SMG	2.17			
7	- Define "spiritual" in a manner we can all grok.	Tues nite SMG	2.17			
3	- Arrange opportunities for active engagement and meeting live with other communities.	Tues nite SMG	2.17			
9	- Develop systems to aggregate the joys, concerns, and hopes of the congregation and reflect them in the full spectrum of FUSIT opportunities.	Tues nite SMG	2.17			

2	- Revitalization and focusing of the Social Justice mission of FUSIT, seeking broad congregational participation.	Tues nite SMG	2.17			
1	- Look at the Small Group structure as a way to build community within community, taking that even further as a mechanism for transformation,	Tues nite SMG	2.17			
3	- Fusit could offer short-term focus groups, looking inside, and knowing others/ self better.	Tues nite SMG	2.17			
1	6-8 session creative, introspective small groups: write/react /share/: music, family, spirit”	Tues nite SMG	2.17			
9	- Practice by picking a simple goal that all 275 FUSITeers agree on. E.G Pick single flower variety for garden entrance.	Tues nite SMG	2.17			
9	- Practice to determine how 275 FUSITeers can come to consensus.	Tues nite SMG	2.17			
9	- Practice picking a simple 275 person consensus task that would change me.	Tues nite SMG	2.17			
9	- Hire highly skilled organizational development person to ascertain top 3 goals of 275 members.	Tues nite SMG	2.17			
4	Host a series of talks by inspiring speakers of different faiths.	BOT	2.17			
6	Provide Education on various world religions through Adult religious education.	2.17	2.17			
3	Bryan Stevenson, the author of Just Mercy talks about proximity; A project of the church could be to have some proximity with another group within the community.	BOT	2.17			

7	Consider what spiritual growth looks like,. With food systems, this can mean looking at how your eating affects the world around you.	BOT	2.17			
9	The question included several good questions. We could focus on all coming together. Practice by picking a simple goal that everyone can agree on. Could we pick a simple consensus task that would change each of us and the world?	BOT	2.17			
9	This winter question could be followed up with: name three outcomes that FUSIT should publicly commit to.	BOT	2.17			
9	Try to find the top three goals of the membership.	BOT	2.17			
2	If we see service as transformative spiritual practice we should focus on social justice.	BOT	2.17			
1	Have discussion in the pulpit that is relevant to our own community and recent events, followed by discussions within the congregation.	BOT	2.17			
8	involvement and participation.	BOT	2.17			
8	Babies first could benefit from more engagement - we could attempt to double the number of people working on the project.	BOT	2.17			
6	Offer a 10-week program on the topic. Members could offer adult ed programs on their passions.	BOT	2.17			
9	Create a liturgical calendar to help focus the whole community and have some continuity.	BOT	2.17			
2	Host a service weekend where members of the congregation can sign	BOT	2.17			

	up for projects to help the community, such as community garden rehab, painting classrooms... etc. Find ways to help the community.					
4	Host a series of inspiring speakers (one per month?) of different faiths	SR SMG	3.01			
10	Highlight or emphasize the existence of our library. It's such a great resource.	SR SMG	3.01			
6	Have sermons on 'what does it mean to anchor our faith in principles rather than creeds', and explicitly tie sermon topics to one or more of our principles (as Emily often does).	SR SMG	3.01			
7	Consider what spiritual growth looks like, and link our daily activities to our spiritual actions.	SR SMG	3.01			
7	Other spiritual actions could relate to transportation, connecting with nature, environmental actions, reducing our carbon footprint, all these actions are ways that we can be transformative.	SR SMG	3.01			
6	Adult RE needs to include the social justice background of UU, aspects of various elements of UU such as humanism.	jk	2.28			
7	I was hoping the Adult RE might include opportunities for spiritual growth.	jk	2.28			
6	Adult RE needs programs centered on UU history, UU's and their impact on history,	jk	2.28			
6	Knowing more about the history of UU would inspire individuals to live out those traditions and values and therefore have an impact on the community, or the world.	jk	2.28			

8	Advertise what we do in papers (a regular column), radio --talk show	Ab	2.10			
8	Hold candlelight vigils in public for any number of reasons	Ab	2.10			
2	Have the whole church congregation commit publicly to one big righteous project, e.g. affordable healthcare, gun control, reproductive rights.	Ab	2.10			
9	Do we currently have any measurement of 'connectedness'/interdependence to one another?	MFS	3.11			
9	Could a tool be developed and given annually to assess 'connectedness' (degree of interactions) over time?	MFS	3.11			
8	When did you last offer help when you were not necessarily or specifically asked to do so?	MFS	3.11			
6	When did you last learn from/experience something new via FUSIT interactions?	MFS	3.11			