

Mission Sunday 2017

Words to Enrich the Spirit

“A small body of determined spirits fired by an unquenchable faith in their mission can alter the course of history.” – Mahatma Gandhi

Reading “Mission, Community and Growth” Robert Latham

Some members fear that growth will diminish the sense of community often afforded by a smaller attendance. This fear is usually grounded in seeing membership as providing community for the sake of community - and misguidedly seeing such as the mission of the [congregation]....

Community for the sake of community is no stronger than the fragility of the egos involved.... If the members truly wish to experience profound community that bonds beyond private agenda and ego fragility, commitment to the congregation's mission is the answer.... Profound community is always the symptom of commitment to profound cause.... Metaphorically, the bonding difference between community generated by commitment to a transcendent purpose and community generated by a desire for community is the difference between crazy glue and flour paste....

If members are truly interested in profound community they will only find it when engaging profound mission. And engaging profound mission is always tied to growth because it demands public proclamation.

- Robert Latham

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Interactive Sermon

This morning's message will essentially be an interactive demonstration as to how we are organized. Everyone has a colored index card with the name of a committee written on it. You are now on this committee for the duration of this service only. As you are able, find those who have the same colored card as you and sit as a group. Children can stay with their parents; those who may not be able to move so easily can join the group nearest them

UUMAN's Mission Statement:

We come together to create an environment that celebrates our differences, nurtures transformative growth, and promotes an open-minded search for truth and justice both within our walls and beyond.

Today we are going to talk about Governance and Ministry. Governance has to do with how the congregation is run. Ministry is what we do. It is shared. We all participate in the ministry here at UUMAN.

Governance

The Board of Trustees is the principal governing body of this congregation. It sets policies and writes bylaws. The Board doesn't work for you; they work for the mission of the congregation. They set ministry goals for the congregation that are consistent with the mission.

All members of the congregation can work with the Board to establish these ministry goals. All Board meetings are open to the members of the congregation.

Sometimes the Board needs special task forces to help it do its work. These are the Standing Committees. They are:

- Finance, Healthy Congregations, Long Range Planning, Endowment, Personnel, Leadership Development, Committee on Ministry

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The Standing Committees work for the Board. They help the board govern. They do work on behalf of the Board but they don't make decisions. They make recommendations to the Board. The Board makes the decisions regarding governance.

Ministry

Ministry is different than governance. The ministry of the congregation is what we do "within our walls and beyond." If our mission is:

We come together to create an environment that celebrates our differences, nurtures transformative growth, and promotes an open-minded search for truth and justice both within our walls and beyond.

Well, how do we do that? Our ministry is what does that.

Ministry here at UUMAN is the responsibility of the Program Council, staff (paid and unpaid) and its associated committees (all committees that aren't Standing Committees).

The Board and its Standing Committees are not responsible for the ministry of the congregation. To serve the mission, after dialogue with the congregation, the Board gives general annual ministry goals to Program Council.

The Program Council committees are divided into six functional groupings - functional ministries. Several related committees are organized into each functional group. The Functional Groups and its associated committees are:

- Spiritual Arts Ministry – Worship (includes Audio/Visual, Ushers), Music, Meditation/Contemplation, Ad Hoc Groups
- Faith Development Ministry – Adult Enrichment (includes Faith Forward, Small Group Ministries), MCY, Ad Hoc Groups

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- Justice Ministry – Social Justice, Family Promise, Partner Church, North Fulton Community Charities, Denominational Affairs, Earth Ministry, Ad Hoc Groups
- Care Ministry – Membership (includes Greeters), Hospitality (includes Brew Crew, Care Circles)
- Operations Ministry – Builds and Grounds (includes Gardening, Library, Premo Management, Laundry)
- Outreach and Connections Ministry – Communications, Newsletter, Rental Sales, Publications (future), Social Media (future to include Website, Facebook, Twitter)

Each Functional Group has what we are calling a Liaison (or a pair of Liaisons): The role of the Liaisons are to facilitate cooperation within the ministry group and between the different ministry groups. They offer aid and assistance to the ministry group committee chairs. They communicate Board, Program Council and Committee practices,(e.g. reporting, paper trail, agendas, progress) and help with consistency across all ministry groups.

The Liaisons are not supervisors of the committee chairs. They are not goal setters. They are not enforcers or a layer of management. They are communication liaisons and facilitators.

UUMAN's Board-Set Ministry Goals for 2017-2018 Year

At the Board Retreat on August 12 and in service to UUMAN's mission, the Board set the ministry goals for the Program Council. It is the Program Council's (and associated committees) responsibility to move the congregation forward by doing their best to achieve these goals. The board's goals are very general – allowing each committee chair the widest possible latitude for interpretation. Each committee must set specific goals for itself in order to achieve the Board's more general goals.

The Board's has set four goals. The board wishes for UUMAN to be:

- a community where every member is connected and engaged
- a community whose numbers and influence are growing
- a vehicle of service to our community and the world
- radically multigenerational in all we do.

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Again, each Committee (not the Liaisons) is responsible for setting specific goals for itself in order to achieve these more general goals. The board would like to see each committee's individual goals in the next month or two. The Board is more than happy to work with any committee regarding goal setting. (The Leadership Development Committee can also assist with this if necessary.)

Any member of the congregation is free to work with the Program Council regarding UUMAN's ministry. Program Council meetings are open to all members

Committee on Ministry (COM)

Though all Standing Committees work for the Board, the Committee on Ministry (COM) is slightly different. They work to insure that all aspects of our governance and ministry serve the mission of the congregation. They are interested in the gap between what we say we do (i.e. ministry) and what we actually do. They are interested in the gap between how we say we are governed and how we are actually governed.

The COM currently consists of Bev Jordan, Dave Hudson, and John Patanian. We are looking for at least one and possibly two more to serve on the COM.

If you have an issue with the governance of the congregation (i.e. what the Board and its Standing Committees are doing) as being inconsistent with UUMAN's mission or if you have an issue with the ministry of the congregation (i.e. what the Program Council and the many committees are doing) as being inconsistent with UUMAN's mission, please go to those committees directly for resolution. If a resolution is not forthcoming, go to the COM and explain the situation to them. They may refer you to Healthy Congregations if they deem it to be a personal issue. Their concern is with mission – not personalities.

Please be patient as we move through these changes. We are actually trying to simplify things here. As Einstein said, "Everything should be made as simple as possible...but not simpler." We want committees to be empowered to set their own goals and do their own work. Top down

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approaches don't work in UUism. Former UUA President John Buehrens said, "We may be a relatively small denomination, but look at it this way, we are the largest, longest-lasting, most widely dispersed therapy program for people with authority issues that American culture has ever seen." (That's supposed to be funny!)

We want to avoid micromanaging and saying "No." If your committee has great idea (you must be in covenant with other committees, board and congregation), feel free to implement it. The default answer is "Yes."

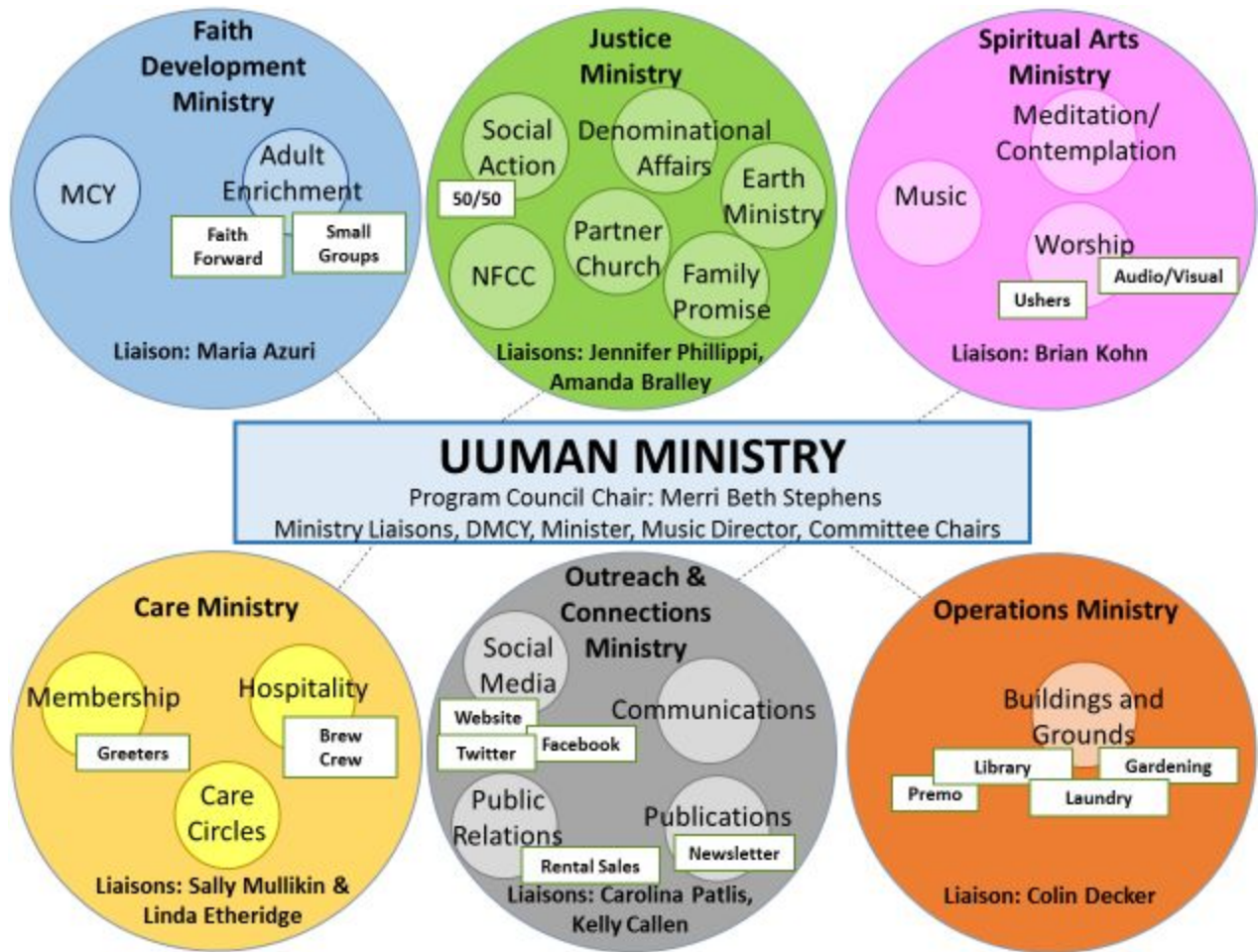
Be prepared! Truly empowering our committees is going to upset people at times. If next year the Gardening Committee decides to use black mulch instead of brown, well that's their decision, not yours.... And there doesn't need to be a town hall or congregational vote for them to make a change. If the Social Justice Committee decides that the best way to meet its and the board's goals is by pursuing immigration reform rather than addressing income inequality, again, that's their decision. If you wish to influence their decision I'd suggest that you join their committee.

It is my hope that you all actively participate in the governance and ministry of UUMAN. We need as many people empowered, plugged in and involved. Take advantage of leadership opportunities here! We want to help you grow you!

And UUMAN is a great place to do just that!

(See slides below.)

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UUMAN GOVERNANCE

UUMAN Board

President – Randy Blasch	Vice President – Elizabeth Rohan
Past President – Steve Smith	Special Projects – Jim Nickens
Secretary – Laura Keck	Treasurer – Bob Popp
Minister (ex-officio)	DMCY (ex-officio)

UUMAN Standing Committees

