

**UUFM Annual Board Report to the Congregation
May 2021**

THE TIMES: Nearly everyone in Leadership is Deeply Tired.

A global pandemic and evolving world events have re-shaped daily life for all of us. Constant adaptation in judgment and practice is required in the face of ambiguity. Safety concerns during the COVID pandemic have resulted in periods of lockdown, physical isolation and masking. It has affected:

- Availability of daycare and schooling
- Access to and performance of jobs
- Ability of many to support our families & preserve our homes

Grounding in purpose and vision is required and new learning is constant.

Individually and collectively we are CHALLENGED TO: **COPE, ADAPT & MODEL RESILIENCE**

The Distance We've Come: FYE 2021

5 Central Themes:

1. *New Generation of Leadership Rising*
2. *Collaboration and Partnership*
 - i. *Increased regional collaboration in worship, planning & problem solving, with like-minded churches and non-profits*
3. *Experimentation,*
4. *Determination to befriend and learn from CONFLICT,*
5. *Communication in all forms is recognized as vital.*

Board Priorities:

- A. Support continued **Worship** in virtual space, utilizing Zoom
- B. Support **Pastoral Care** of our Community
 - Cultivate & Sustain Leadership: Board checked-in weekly with Rev. Rita
 - Board shared responsibility for outreach to congregation
- C. Fiduciary Functions
 - **2nd Year (of 3) Renewal** of Rev. Rita's Preliminary Fellowship (Report to UUA)
 - **Succession Planning** Focus (danger of illness/loss of staff/leadership)
 - i. Sad but necessary work
 - ii. Rev Rita developed staff succession plans for Board review
 - iii. **Goal:** to identify a *plausible replacement for every key role*
 1. Minister and Treasurer deemed toughest roles to fill
 2. Desire to simplify the role of Treasurer
 - **Putting our House in Order** - Eide Bailly reviewed UUFM financial practices
 - i. *Their August 2020 report recommended improvements*
 - ii. Board appointed **Joint Task Force** to implement Eide Bailly rec.
Chaired by Liz Kipp (member of Finance Committee)
Dennis Cramblit, Carrie Rice, Danielle Stedman also served
 - iii. **EXAMPLE of Collaboration & Experimentation**

- D. Leadership Development - **Example of Collaboration & Experimentation**
- Mid- America Leadership school – 4 sessions virtual
 - i. UUFM Team volunteers: 3 new Board members & Rev. Rita
 - Bob Finley, Kathryn Vonderharr, Cheiron McMahill
 - ii. **Team shared their learning with full Board-monthly segments**
The Leadership School Team will tell you they are tired
 - Participated in a Facilitated Board Retreat – Virtual - via Zoom
 - Included Board, Staff and Committee Chairs
 - What’s the **SAME?** Lunch thanks to UUFM cooks, drivers
 - **Leaders set Goals that might make you smile.**
 - Agreed to courageously experiment
 - Agreed to fight more – build muscle in working through difference
 - **Sarah Sifers** - enriched Board study of conflict
- E. Supported Stewardship Campaign
- Board Letter writing challenge
 - i. Jeff Lowry – served as judge
 - ii. Prize awarded for Best Letter – Mae Gagnon
- F. Consulted with Building and Grounds on repairs and health safety improvements
- Supported ventilation improvements and regular safety inspections

New Developments This Spring:

1. UUFM Awarded Mid America Chalice Lighter Grant – Spring 2021 round (\$10K)
 - Thanks to the talented writing of Tony Filipovitch & much tech research
 - Board Appointed a **Technology Task Force** (co-chaired by Bob Finley and Rev. Rita) to finalize equipment choices, oversee installation, and train volunteers
2. COVID Vaccines become available
 - a. Board appoints a **Re-Opening Task Force** (co-chaired by Penny Herickhoff and John Knox) to draft Safe Space Policy
 - b. For discussion by congregation at May 2021 Business Meeting

WITH DEEP Gratitude:

- For Rev. Rita who worked with a slightly wild rookie Board President all year
- For UUFM staff who provided friendly, competent, support and guidance
- For the Chairs and members of all Board Committees and Task Forces -for their tireless work without fanfare and for clear communication with the Board.
- For **all of my colleagues** who were partners in Board service this year
 - For saying **Yes on behalf of the fellowship**
 - For their commitment to attend meetings, write minutes, prep. reports etc.
 - For their tolerance, adaptability, easy forgiveness and sense of humor
 - For helping make this work a pleasure and deeply satisfying
 - For Past President Tony Filipovitch, who has tutored, advised and counselled me in all my curiosity and newness to this role
 - For Vice President, Bob Finley who said “Yes” every time I asked him to take the lead and/or participate in an initiative, and there were many.

- I hope “the tired” they all feel, is a good kind of tired, from work well done.

Submitted by Penny Herickhoff, Board President