

REPORT TO THE UUCS BOARD OF TRUSTEES from the Acting Team on Ministry

Upon our appointments in December, we began working together in earnest in the middle of January. It took us 3 weeks of trust building to arrive at a level of comfort and understanding of our various perspectives. Establishing this trust that enabled us to work together was significant and necessary. One appointee resigned almost immediately, creating the need to establish trust with a new appointee. Then Todd's sabbatical began in February, greatly reducing our contact with him. During the latter part of January Todd was on semi-sabbatical, attending mostly to pulpit duties. Nonetheless, Todd worked with us on a limited basis, but we tried to focus our approach on the charge from the Board. Then another member of the Team resigned resulting in another disruption as we dealt with the fallout of those circumstances as well as communicating with the Board to discuss adding another appointee or movement forward with just the five of us. Below is a summarized list of our efforts.

1. Almost immediately we established a Team email address and published it in the SUUN, UU update and 2 or 3 times in the FOCUS along with an invitation to members of the congregation to contact the Team. We received and responded to about a dozen emails. Also, over the past 3 months we continued to get a small number of emails and we have individually responded to many, many phone calls and emails.
2. We formulated, finalized and shared a Mission Statement with the Board and Todd. We received a favorable response from Todd and approval of that document from the Board at the February board meeting.
3. We formulated a plan to work with Todd's Good Officer, Rev. Richard Davis (Rev. Rick), and Eric Schuman, Chair of the Committee on Ministry of the Salem, OR UU Congregation, including sharing the first 10 communications to the Team from congregants - both positive and negative. We did this with Todd's permission, with the intent that Rev. Rick and Eric would become aware of the discordant narratives within our church community and from two outsiders' perspectives with years of experience, with the intent they would be able to advise us on a potential course of action.
4. The following week we conducted a ZOOM meeting with Todd, Rev. Rick, Eric and the Team. Those conversations led to Todd agreeing to set aside GA/UUA matters for now and minister to the congregation during this Covid-19 crisis. It also led to our asking the Board to consider a pause, including urging the Board to ask the congregants to pause in their contacts to Todd, other than for ministerial needs they may have. We suggested a pause of about 3 months. People are dying and many of us are frightened the next one will be a loved one. Much of the local, state, federal and international communities have engaged in a pause. Therefore, we asked for a period of pause, reflection and reset in our recent letter.
5. We have initiated ongoing interaction with Rebecca (UUCS Communications) to modify the Church website to create quick link to a new *Team on Ministry* section, which we intend to be kept up to date with current and pertinent information, including access to the Team by the congregation.
6. On 4/18/20, we sent a letter in inquiry to nearly 40 contacts in other UU churches/congregations asking about their teams/committees on ministry, with particular interests in their process for evaluation their minister and their ministry.

7. Additionally, we ultimately shared our pause letter and our interim 4/8/20 report to the Board with the congregation to inform the UUCS community of our suggestion for a pause and to additionally inform the community of the intent, scope and progress of our work.
8. In addition to our weekly 2-hour Zoom meeting (frequently 2x/week) we also spend on average 15-20 hours per week on TM tasks, including personal follow-ups to phone calls/emails from congregants, phone calls/emails between the Team and Todd, phone calls/emails from Board members and Board leadership, interfacing with other Teams, viewing/discussing the recent Zoom interview of Todd by the Creating Community Team, and finally devoting 20-40 hours reviewing and providing thoughtful input to the IT's document review effort related to the Ops-Team and evaluation of the minister and the ministry, which has been shared with Mary Lou and Rachelle and cc'd to Todd.
9. All in all, we have worked with and responded to every overture and invitation from the Board, the Implementation Team, Todd, and individual congregants during the last three months.
10. A reasonable estimate of time spent by our five Team members over the last 13 weeks is collectively 1250 hours.

The Team continues its efforts to interact with congregants, Todd, the other teams and the Board.

Finally, we have begun to put together the framework for what we will propose for a future Team on Ministry.

Although our interim report requested a pause, none has occurred. Nonetheless we hope Board members will appreciate and celebrate the efforts and progress we have made thus far. We again ask each Board member to seriously consider and act upon our urging of a *pause*.

Sincerely,

Nancy Avery
Lynn Jinishian
Lannie MacAndrea
Tom Mosher
Sue Stirtz