

Senior Minister's Report to Board

June 2022

State of the congregation

I believe we are in a stable position for the summer. I support further congregational wide resolution work. The Vogel's have generously offered to cover any costs to achieve this.

There are some troubled feelings over the staff changes I have made. David Vita moves to half time in July and I have decided to suspend streaming of summer services until September to give volunteers a break and us time to reevaluate what we are offering. This means that I have furloughed Desmond Hughes until September and when he returns he will be working only on Sunday streaming. Summer services will still be recorded and posted a few days later on our website.

We have made some major improvements to the Meeting House as part of Heather's push to involve families. The majority of funds for this renovation came from the Children Are Our Future campaign. I made a decision to limit the use of the Meeting House to TUCW programs only so that we can reserve that space for future faith formation development which I will talk about below.

Part of this decision was to move the AA group to the main building, since they are an outside rental. I made this decision initially because the all the floors in the MH are being refinished. I would like them to remain there so as to not put any unnecessary wear and tear on the MH. That group is unhappy and has been asking me to reverse my decision. What does the board feel about this?

Budget Planning

I think we can review our income estimates over the summer given the new pledges which are still coming in. That said, I think we will need to do a deep dive into some of our non-people lines over the summer. As we have been renovating our spaces and cleaning out closets we have come across boxes of items which were ordered but never used since before the pandemic. I will be consulting with Ruth and Sue about a more robust review procedure for orders.

Executive Team

I will be asking several of you later in the summer to service on my executive team. We would meet frequently to discuss issues related to budgets and staffing and other administrative tasks. I have asked Kim Fuchs to be my advisor on HR which she has agreed to do. She will be reviewing our entire HR Manual over the summer and I will be getting back to you with a revised draft. This should be done at least every two years.

Growth

I believe we need an intentional process to re-vision our future perhaps with an outside consultant. Barry Finkelstein (and others I have spoken to) says that the only way we can grow out of our constraints is to attract families. This is one reason why we focused in on the MH as a physical center to incubate that effort. Growth experts say that the best way to build a new population is to give them a chance to connect and bond as a group first and then integrate them more fully into the congregation. To that end, I am envisioning frequent opportunities to create fellowship with the young families we attract in the MH. This is, in fact, how TUCW grew so rapidly in the early 2000s. Families bonded with

each other first and then integrated into the congregation. Those families are many of the leaders today, many of you on the Board. This is a proven formula and I hope to use the summer to flesh out the idea and make plans for implementation. Heather and Nate are fully on board with this.

My Tenure

I told the search committee in 2015 that I would only stay ten years. I will let you know in plenty of time if I think my call with you is completed. I really want to put a lot of energy into growing family membership and improving our "brand" so that we are attractive to newcomers.

Respectfully Submitted, Rev. John Morehouse