

Senior Minister's Report to the Board of Trustees

September 2022

I will reiterate my oral report from our retreat on the state of the congregation, including building and grounds. We are stable and getting stronger. We lost many potential members over the organ controversy. They are coming back and there is renewed energy on Sunday.

Our finances are stable even with our deficit. I have begun to make staffing changes that will bring our size into alignment with our staffing needs. That said, it is difficult to change habits and perceptions between the reality we now face and the past. Our members are accustomed to having a certain level of service which we will need to change in the months and years ahead.

That said, our staff is strong and doing well. Administratively, Ruth has made some needed improvements in services and maintenance. We have engaged the custodian from the preschool to do some as needed sexton duties. This arrangement is very good and should help us cover the gap between our cleaning company and our other needs.

I will be working with Social Justice folks in the coming weeks to reorient our ministry from staff centered to lay centered. I have a good team of leaders working with me on this. Nate is doing a great job as Acting Lead. He had over 40 kids last Sunday. That is a huge increase over last year. He has solid and engaging curricula in place with over 20 adult volunteers. Nate has a three person advisory team. We are also going to begin a series of after service potlucks for young families in the Meeting House.

I am working with Elena Rockman-Blake and Sam as new co-chairs of Stewardship. We are currently brainstorming other ways to come at fundraising and we expect to roll out a new team in November.

Tech continues to be a challenge but Rob Laug's addition to the team has made a world of difference. We are in the midst of acquiring and installing a new sound and video board. My goal is to make AV a one person, volunteer job as soon as is possible. Recruitment of those volunteers will continue to be a challenge.

The Building is in great shape. The floors are all done and we have a design from the architect on redoing the chancel and floor in the sanctuary which we will put out to bid soon. Our oven will need to be replaced due to leaking gas pilots. It is now shut off and we are acquiring bids for a newer commercial unit with electronic ignition.

We do not know how long Ed will be out. I am working with the Music folks on a team approach to deciding and presenting music in our services. We have a good handle on this for now.

Lastly, thank you to the new Exec Team who advise me; Luke, Wendy, Beth and Steve. I now have a new HR Team, Kim Fuchs and Jeff Lundberg. They are reviewing our HR Manual for compliance and helping me with other staffing concerns.

Respectfully Submitted, Rev. Dr. John Morehouse