

### FOLLOWING ADVICE FROM THE PROS

JANUARY 22

As Nominations and Committees struggle to find members, I enjoyed a knock upside my head by John Wimberly, from the Congregational Consulting Group. When we first created our new Operating Structure, there was much discussion about how many people should be on Committees. Members of said committees were heard to say “This work is so important! We should have at least 7 people on this committee!”

In reality, however, if we are to remain nimble (and realistic), a better number of members for committees is probably 3, given our current membership and the needs of the organization. Please read the link if you’d like to hear more of that justification. Your current Organizational Structure states that an ideal membership on committees is 5. The language does permit less than this. We may need to encourage some folks to drop off committees who are serving in other ways that are more rewarding to them to reduce burn out, and reset the expectation. Especially if they serve on more than one “governance” role. One thing requiring thought by the Board: do Liaisons count towards committee membership if they attend meetings? Why or why not?

### SANCTUARY PROGRESS

Hector and son Hector Jr have completed the “patching” and priming work and are moving on to paint. The hearing loop equipment has been received by the AV firm. We await confirmation of carpet squares from that supplier, and could see an install in the beginning of March.

Along these lines, all donors to the security cameras have agreed to allow the funds to be used for choir chairs. This should put us in a position to move forward with an order of two dozen of these chairs for both the choir and chancel use. Final confirmation will come dependent on the cost of excess fabric, since this is not a large enough number to use the required minimum of fabric.

### OTHER FACILITIES

Facilities members have completed the removal of the exotic shrubs that used to be required between our parking lot and the houses next to it. As a reminder, this was one of the reasons for pursuing an “institutional campus” zoning — so that no matter where we want to put things on this land, and how we want them oriented, we don’t have to “mind” the original easement designations between the original 5 plots. Removing these shrubs makes the Chalice House more connected to the “main” campus, and invites folks to meander over that curb and onto the Fellowship Green.

In that spirit, three new metal picnic tables were ordered today to facilitate activities by all ages and abilities... one of the three is ADA compliant.

### CONVERSION

We must all dig out our inner Ian Cowies. Most people don’t like to be “pushy,” but let’s encourage each other to SHARE OUR ENTHUSIASM with folks we don’t know who are attending UU these days.

## OPERATIONS REPORT – JANUARY 2023

Actively **take a moment to invite folks to your favorite activity** (whether it's UU or not). If you've been talking to the same people (new ones) for several weeks, ask them a more leading question, and see if they may like to talk to a Membership Team member, or Rev. Bob, or myself about some level of formal affiliation. Walk them over and introduce them. I used to push for new MEMBERS, but at this point, it's time to accept Friends, too. Seat yourself in a different place. Deliberately. Next to someone new. See someone new across the aisle? Introduce yourself! These are tools that this introvert has used for years... it may be a little uncomfortable, but it needs to be done. If your better half is more comfortable with this type of activity, recruit them. The Membership Team is beginning to get off the ground, but there's only 3 of them.

### A LITTLE FROM MONTANA

Kay and I got to do a couple of my favorite things this past week... exploring museums and wandering parks looking for birds and other critters. Just getting my feet into snow felt wonderful, since it was a "benefit" of living in Wisconsin when I was a kid. Our grandkids clearly felt the same way!

In Covenant, RK