

Board Retreat Agenda August 23 - 24, 2019

6:00pm Welcoming

- Chalice Lighting

All: We gather here this weekend, a community of leaders within a larger community of faith. Our work before us, we are called to "deliver the goods" with commitment, reason, and foresight.

Reader 1: Remembering we are a religious community, we strive to set our goals, develop our policies, and express our opinions with love at the top of all agenda items.

Reader 2: Remembering we hold open the door to welcome the multitudes who may yet enter, we set the pace, teach by example, and encourage growth, sustaining a spirit of abundance and a connection to the greater good.

Reader 3: Remembering that we hold the lamp to illuminate others' visions, we pledge our service, listen to each other, and pool our individual gifts with transformation as our overarching goal.

All: Serving together, we are building Unitarian Universalism, we are bonding in unity and love, we are blessing each other.

- [Build a Covenant for the Retreat](#)
- Check In Activity
 - How do you see yourself supporting the mission?
 - How do you see others here supporting the mission?
 - What are you bringing with you today?
- Goals for This Retreat
 - Get a working understanding of Governance and Ministry.
 - Publish a Vision of Ministry for 2019-2020.
 - Prepare for the Vision of Ministry Service on August 25th.
 - Update our list of open questions.
- [Core Values Review](#)

7:00pm Consent Agenda

- Rev. Cynthia Housing apportionment

- Rev. C. tells us how much of her salary she wants applied toward housing. Assuming there are no red flags, we approve this.
- [July Minutes](#)
- Recommendation to Finance on latest budget update
 - See email from Jennie from 8/21/19

7:05pm Introduction to Governance and Ministry

- [Introduction to Governance and Ministry](#)
- [Greater Nashville UU Organization Chart](#)
- What open questions does this raise?

8:00pm Review of Past Goals and Ideas for Next Year

- [Last Year's Goals](#)
- Things we did well:
 - Engage as an outward-looking force for justice.
 - Intergenerational Programming
- Goals for Next Year:
 - Nurture intentional ministerial leaders and congregational teams.
 - Strengthen our shared ministry teams.
 - Develop a culture of permission-giving. (Commissioning of the board? Invite into participation?)
 - Engage as an inter-generational outward-looking force for justice.

9:00pm Recess

9:00am Reconvene

9:15am Check In

- Any new thoughts since we were last together?
 - Should we make our simple statement of mission our goals?
 - The doing of the thing is the thing.
 - Articulate the permission giving culture.
 - How does that work in practice?
 - How do you balance mentoring and micromanagement?

9:30am Strategy: 2019 - 2021 Strategic Plan Recap

- A strategic plan answers the question “What major choices have we made about how we will fulfill our mission?”
- Our Overarching Developmental Ministry Goals
 - Develop a culture of “the heart and the head” which lifts-up the congregation and supports the alignment of our programming with our mission.
 - Conduct appropriate after-pastor work as we develop the tools and skills to acknowledge our past while confidently embracing our new identity.
 - Further strengthen the congregation’s institutional ability to hold healthy and appropriate boundaries with mature conflict management skills.
 - Further strengthen our engagement with the UUA and continue to mature our Unitarian Universalist identity.
 - Develop appropriate trust in elected leadership and a healthy respect for ministerial authority, within the context of the Governance and Ministry model.
- What open questions does this raise?
 - Kids: I would like to do more but I don’t know what to do?
 - Why do we have separate worship for kids and grown ups?

9:50am Strategy: Vision of Ministry for 2019-2020

- Why must there be two UU congregations in Nashville?
- A Vision of Ministry answers the question, “In what new and different ways will we transform lives this year?”
- What element of our mission is most urgent this year?
- What is the most important goal we could set for this year?
- Why should there be two UU congregations in Nashville?

11:15am Finalize Documents

- [Vision of Ministry for 2019 - 2020](#)
- [Slides for Vision of Ministry Service](#)
- [List of open questions for 2019-2020](#)

11:45am Check Out

- How are people feeling now?
- Did we start on time?
- Did we have enough time for discussion?
- Are we asking the right questions?
- Did we end on time?

12:00pm Adjourn