

Experience of the Holy

- Transformation
- A feeling of being truly at home
- Transcendence / wonder / awe
- Awe (for life)
- Harmony (self & universe)
- Compassion
- Human connection
- Sense of presence & belonging
- Wonder & awe
- Recognizing the holy / divine in all life
- Appreciation for the mystery
- Seeking transcendence through love

Expectations

- A transition plan
- Investing governance with values & purpose
- Understand PG
- Governance & congregational health
- How to model PG for congregation
- Common language
- Where are we now with governance
- What staff & board need to do
- Roles
- Is PG a good fit for me?
- How PG impacts the congregation
- How to get past the wall to implementation

Moral Ownership

- Elders
- Minister
- Members
- Potential members
- Other UU boards
- Parts of community
- FAMP
- Loudest, smartest, most informed
- Tradition

What happens when Governance works well?

- Board covenant
- Broad buy-in
- Process supported
- Take action
- Energized & optimistic
- Congregation feels informed / heard
- Organization feels empowered to do work and make decisions

- Sense of progress
- Clarity of Roles
- Efficiency & reduced stress
- Shorter board meetings

What do we value about present system?

- Nominating committee doing good job at recruiting high functioning people for board and other leadership
- Letting leaders rest
- Have disagreements handled in mature manner
- Have ED now - positive change
- Willing and able to learn and change
- Authority comes from Congregation
- Covenant of Healthy Relations on Board

How can we leverage our strengths?

- Leverage Covenant work with congregation
- Keep board-staff-congregation linked
- Modeling leadership
- Teaching / teachable moments
- Leverage training / learning
- Leadership is personally transformative ministry

Policy-based Governance & Our Values. What will a governance transition enable?

- Fosters autonomy, creativity & ownership
- Expects real connections with congregation
- Shifts operations of church to professionals
- Keeps decision-making focused on mission & values
- Keeps us in regular, healthy communication which helps us as individuals & as a community
- By focusing on big issues - nothing falls through the cracks
- Personally value time & energy to get us beyond micro-managing & overly long board meetings
- Provide a framework for monitoring
- Enable data-based accountability
- Church will have a path & vision that is inspiring & worth following
- Enable better sense of trust
- Releases full potential of church
- Reduce tendency to triangulate
- Process that will enable taking advantage of opportunities
- Be proactive rather than reactive

Questions

- What is moral authority? A short definition?
- I am confused about the flame in your model. Is it "moral authority"?

- Is it possible for us to start devoting the bulk of current and future board meetings to this process? What delegations are required to enable this? Are there other impediments that need to be cleared?
- What should be the relationship between the board and standing committees and executive leadership?
- We have a financial policy called the FAMP that requires two congregational votes at separate, regular meeting, 6 months apart to change the policy. Are there ways we could keep this from slowing our move to policy governance such as putting language in the bylaws that would override the FAMP?
- Finances -- whose responsibility?
- Minister's role -- is it enlarged through policy governance? Who is the minister if not a visionary?
- What is the core deviation between policy governance and the Dan Hodgkiss methodology?
- How do we conduct board meetings in a time-efficient manner?
- Staff Concerns:
 - staying the course (all leaders staying strong)
 - congregation buy in
 - continuing to develop good habits
 - lingering spirit of scarcity
 - attracting the right minister
 - managing limited resources versus responsibilities

Insights

- I am so glad we are doing this most necessary work, acting like a big church and moving toward the future.
- Mission Idea: to bring honest religion to the people of Austin, TX (and beyond)?
- Creating role clarity.
- The extent to which finance predominates over mission in our decision making and thus hinder our progress.
- Thanks you so much for starting with the holy -- it is easy to forget it is why we are here to begin with!
- Excited about the process we are about to start for articulating values, etc.
- This may change the institutional mistrust and reactivity of our church.
- I think we are on track!