

Sam Trumbore's Ministerial Goals 2008-9

Congregational Priorities (from the Readiness Leadership Team):

1. Reach out and offer a spiritual home to new people who want to be UU's serving their religious and spiritual needs.
2. Provide highest quality services and programming for all – especially recognizing the needs of children and families, who are central to the vitality and health of our congregation.
3. Act on our religious and spiritual commitments, taking the values we hold dear out into the larger community.

Sam's Goals:

1. Support Dreamcatcher Committee to achieve its goals
 - a. Attend all meetings and contribute guidance & ideas.
 - b. Consult in designing data collection instruments.
 - c. Offer sermon and newsletter articles to advance work.
 - d. Assist in drafting documents, resolutions and findings.
2. Increase staff supervision
 - a. Set time-limited and measurable goals with all staff.
 - b. Design an employee recognition event next June.
3. Collaborate with Director of Religious Education
 - a. Develop two new lifespan learning opportunities for the congregation.
 - b. Assist in Safe Congregation Policy training.
4. Continue to innovate using Emerson Community Hall for Sunday services
 - a. Study contemporary UU worship with the Religious Services committee using Wayne Arnason & Kathleen Rolenz new book *Worship That Works: Theory and Practice for Unitarian Universalists*.
 - b. Work to improve my use of audio/visual tools for Sunday morning presentation.
 - c. Organize a featured artistic performance at least once a month.
 - d. Continuously work on improvements for Sunday services.
5. Support growth and health of FUUSA and its membership
 - a. Develop a Lay Ministry program and begin to implement it.
 - b. Develop a list with the Caring Network of people for me to visit.
 - c. Organize a method to survey fallen-away members to understand why they are no longer involved.
 - d. Implement a regular method to assess member satisfaction with staff performance, our congregational services, and our lay leadership.

6. Fulfill Key Responsibilities
 - a. Speaking
 - i. Lead or participate in at least 30 Sunday services a year.
 - ii. Work with DRE on intergenerational services and Kid's Time.
 - iii. Conduct member weddings, child dedications, and memorial services.
 - b. Prophetic Witness
 - i. Continue collaboration with West Hill Ministers
 - ii. Serve on Interfaith Impact of NYS Board.
 - iii. Attend ARISE Clergy Caucus and the FUUSA ARISE Core Team.
 - c. Teaching
 - i. Lead three Adult Education Programs (fall, winter, spring)
 - ii. Provide opportunities for spiritual practice with the 9:00am meditation. Present 3 weekend meditation retreats. (November, January, April meditation retreats)
 - d. Pastoring
 - i. Visit CN identified individuals at least once every six months.
 - ii. Make three contacts with people in crisis (visit, call, card).
 - iii. Follow up with significant Joys and Sorrows.
 - e. Supervising
 - i. Meet with individual staff members (Amy, Leah, Lynne and Matt) one hour minimum each month to assist them in accomplishing their goals and fulfilling their responsibilities.
 - ii. Write & conduct mid-year and final evaluations (with liaisons).
 - f. Meetings
 - i. Attend and participate in the Board Executive Committee, the Board and Program Coordinating Council meetings.
 - ii. Meet regularly with Committee on Professional Ministry, Personnel, Religious Services Committees
 - iii. Interview all prospective members, contact selected visitors and support Membership Committee. Participate in "Newcomer Gathering" classes.
 - iv. Meet with facilitators and support our Small Group Ministry program.
 - g. Service to Unitarian Universalism
 - i. Attend monthly meetings of the UU Metro group and CALM.
 - ii. Serve as Iroquois UUMA Chapter President.
 - iii. Serve on UUA Open Governance Committee.
 - iv. Serve as Secretary for Unitarian Universalist Buddhist Fellowship.
 - h. Community Service
 - i. Serve on the board of Still Forest Pool Meditation Foundation (organizing mindfulness based stress reduction programs)