



SHARED MINISTRY

-  **Congregational Life Team:** Coordinator of Congregational Life, Board Member, Church Members
-  **Faith Development Team:** Director of Faith Development, Youth Program Coordinator, Childcare Assistant, Board Member, Church Members
-  **Worship & Music Team:** Co-Directors of Music, Board Member, Church Members
-  **Social Justice Team:** Minister, Board Member, Church Members
-  **Financial Stewardship Team:** Congregational Administrator, Board Member, Church Members
-  **Administration Team:** Office Administrator, Property Steward, Board Member, Church Members



Shared Ministry at First UU Church

Guiding Principle

Shared Ministry means that the mission of our church is shared among lay leaders and professional staff. Our mission, rooted in Unitarian Universalist values and principles, is guided by the members of the church who elect their Board and call their Minister. In turn, the Board empowers program teams, made of church leaders and staff to carry out the ministry of the church.

Governance Roles

Board of Directors

The Board of Directors is the elected governing body of the congregation, articulating the mission of the church through setting goals and direction, and caretaking its resources and institutional health.

Minister

The Minister is called by congregational vote to serve as spiritual leader, lead administrator and head of staff for the congregation.

Nominating Committee

The Nominating Committee is elected by the congregation to nominate members for the Board of Directors and their Committee to be voted on by the congregation.

Personnel Committee

The Personnel Committee is appointed by the Board, working with the Minister to caretake policy and practices for an ethical and effective staff work environment.

Program Teams

Program teams are recommended by the Shared Ministry Team and approved by the Board, to reflect on and work to implement best practices in their program areas, including coordination of budget funds in their area for subgroups.

Shared Ministry Team

The Shared Ministry Team is appointed by the Board to support the implementation of this model of governance, through reflection and leadership development.

Staff

The staff carries out the mission of the church in their respective areas, working with the program teams, and are in charge of the administration and daily operations of their program area.

Program Teams

Role of Teams: The primary purpose of each team is to reflect on best practices for their program area in service to the mission and goals of the church. The team supports subgroups in that area, helping coordinate programming, and may be asked to complete specific tasks (like policy recommendations, etc.) by the Board. Professional staff make daily operational decisions to coordinate the program. Teams help connect members and friends with opportunities for service and spiritual growth, and gather input and ideas from the congregation.

Team Members: Program teams are made of:

- Staff, two Members-At-Large, and Board liaison(s).
- The Members At Large are recommended by the Shared Ministry Team and approved by the Board and serve for two-year terms. Terms are not limited, but regular change with staggered terms is encouraged.

Team member roles are as follows:

- Members-At-Large: reflect on and discuss best practices, draft agendas.
- Board liaison: reflect on policy and “larger picture” of church life
- Staff: Administer and implement the program and coordinate subgroups.
- All members: reflect on program and policy needs and changes.
- All members: support the mission of the church and be an advocate for our new model of governance with creativity, positivity, and a collaborative spirit.

Decision-Making: Major decisions on the teams (about program philosophy, policy, etc.) are made by collaborative consensus. When a consensus cannot be reached on a significant matter, a team may either vote for a majority or work with the Board or Minister to find a resolution. Administrative decisions, including coordinating regular operations, are made by staff.

Meetings: Teams will hold open meetings quarterly (coordinated with other teams) and will continue their work between meetings through informal communications or additional team meetings. Larger meetings of all teams will happen at least annually for sharing and planning.

Budget: Each program area has a budget to support its work. The team is charged to use those funds to support subgroups, with practices of equity to share appropriate funds. Major budget planning is held by the Team, and spending is coordinated by staff.

Coordination & Communication: Staff will coordinate logistics of meetings as well as communicate pertinent information with other program staff or teams. At-large members will draft agendas in consultation with staff, and team members will share documentation responsibilities. Teams will find regular ways to engage and communicate with the congregation.

Team Rosters for 2020-2021

Shared Ministry – *Coordinate this new governance model, supporting teams as they update policies and practices, and advise the Board on this model during this trial year.*

Staff: Rev. Luke Stevens-Royer
Members: Jerry Katzmann, Kim Reid, Greg Turosak, Anne Black-Sinak,
(Adjunct: Jeff Larson Keller, Aleta Borrud)

Worship and Music – *Enhance spiritual life through worship and music.*

Subgroups: Worship Associates, Choirs, featured and guest musicians

Staff: Rev. Luke Stevens-Royer, Joe Mish, Austin Ferguson
Board: Ann Hutton
Members: Beth Atkinson, Trish Braga

Faith Development – *Provide opportunities for spiritual development for all ages*

Subgroups: Classes for all ages, family and parent groups

Staff: Amy Nelson, Derik Robertson, Chantelle Feddersen
Board: Kim Reid
Members: Karmen Frana, Marie Davidiak

Congregational Life – *Create a welcoming church that nourishes connection and community*

Subgroups: Chalice Circles, Cook Teams, Hospitality Teams, Fellowship activities, small groups

Staff: Melissa Egger
Board: Sarah Hayes, Joe Lobl
Members: Robin Taylor, Kelly Rae Kirkpatrick

Social Justice – *Encourage and equip the church for the collective practice of justice and service.*

Subgroups: Welcoming Congregation, Racial Justice, Accessibility & Inclusion, Immigration, Environmental Justice, Community Volunteering

Staff: Rev. Luke Stevens-Royer
Board: Molly Dingel
Members: Gail Bishop, Sara Felts

Financial Stewardship – *Support the financial health of the church and a culture of generosity.*

Subgroups: Pledge Campaign, Service Auction, Endowment

Staff: Connie Schuelka
Board: Rob Harveland, Kathy Schwartz
Members: John Helmers, Dave Edmonson

Administration – *Support church programs by caretaking our property and communications.*

Subgroups: Property, Design, Memorial Garden, Library, History, Communications

Staff: Erika Fetterman, Darin Podulke-Smith
Board: Greg Turosak, Dave Siljenberg
Members: Eric Egger, Barb Foss

Team Member Introductions

Worship and Music – *Enhance spiritual life through worship and music.*

Subgroups: Worship Associates, Choirs, featured and guest musicians

Staff: Rev. Luke Stevens-Royer, Joe Mish, Austin Ferguson
Board: Ann Hutton
Members: Beth Atkinson, Trish Braga

Ann Hutton (she/her), in 17 years of membership, has engaged in a variety of church tasks. Board duties have been her primary focus for the past few years, having served as member-at-large, secretary, vice president, and now president. Current committee and team commitments include: Worship Team, Design Committee, Building Our Future Team, and Caring Crafters. She has worked with five ministers and a wonderful cadre of lay leaders.

Beth Atkinson (she/her) grew up UU and has been a member of this congregation for 30 years. She has volunteered in most of the program areas, including serving as Board president and chair of several committees. This past year she served as chair of the Worship Team, was a worship associate, and sang in the choir.

Trish Braga (she/her) has been a member of First UU since April 2019 after beginning to attend in October 2018. She attended a Unitarian church in Bellevue, Washington, in the late 80's and early 90's and was an Episcopalian in the intervening decades; although, she realizes she's always been a Universalist. At First UU, Trish is involved as a worship associate and belongs to a chalice circle, the Welcoming Congregation Committee, the Chosen Faith study group, and the Principle 4 group.

Joe Mish (he/him) has served as Co-Director of Music for 20 years, conducting the choir as well as providing performative instrumental music and program leadership. He also teaches music in Pine Island Public Schools.

Austin Ferguson (he/him) began serving as Co-Director of Music in July of 2020 after serving at Vasa Lutheran in Welch, MN. He coordinates Sunday music, including recruitment (and now recording) of guest musicians. He is also the Carillonneur for the Mayo Clinic, playing the bells atop the Plummer Building.

Faith Development – *Provide opportunities for spiritual development for all ages*

Subgroups: Classes for all ages, family and parent groups

Staff: Amy Nelson, Derik Robertson, Chantelle Feddersen

Board: Kim Reid

Members: Karmen Frana, Marie Davidiak

Kim Reid (she/her) has been a member of this church for about 25 years and is married to Joel with two children and three grandchildren she adores! She grew up in a Unitarian church and wanted her children to have the opportunity for a liberal religious education as well. Over the years she has had the privilege of serving the congregation as an RE teacher, on the Religious Education Committee, the Racial Justice committee, the AIM team, the Personnel committee, and as a Board member. She very much appreciates the opportunity to be a part of the important work that our congregation is involved in and is looking forward to being part of the Faith Development Team.

Marie Davikiak (she/her) has been a UU teacher for many years when her kids were little and on the Children's RE group. She has been a part of chalice circles since they were started at the church, been co-chair of the Social Justice Council, and co-organizer for many of the women's retreats. She is currently part of the Welcoming Congregation group. She hopes that her input can be useful in the important work in doing shared ministry planning.

Karmen Frana (she/her) and her family have been attending First UU for about 9 years, officially becoming members in 2015. Her main involvement has been in religious education and the children's programs. Her hope for the shared ministry approach is to build stronger positive relationships among church members and the community, continue to improve communication with the church community with efficiency and purpose, and continue learning in the UU faith through this service. Karmen has been an elementary teacher for several years.

Amy Nelson (she/her) and her family have been members here since 2009. In that time, she has served this congregation in many different volunteer roles – worship associate, Board secretary, and president, and OWL facilitator to name a few. With a background in elementary and middle school education, as well as raising 2 amazing kids and volunteering A LOT with PTA at local and state levels, Amy loves now being able to serve the congregation in a more official capacity. It is the dream job she thought she never wanted.

Derik Robertson (he/him) and family have been members since 2016. He now serves as our Youth Program Coordinator. He focuses on our *Coming of Age* program, our youth group, youth pilgrimages to Boston, service trips, and spiritual growth opportunities for the youth. He has a background in the fields of religion, philosophy, and education.

Chantelle Feddersen (she/her) started attending the church in 2010 and started volunteering in the nursery. She has been the Childcare Coordinator since 2018. She is currently pursuing a fine arts degree at RCTC.

Congregational Life – *Create a welcoming church that nourishes connection and community*

Subgroups: Chalice Circles, Cook Teams, Hospitality Teams, Fellowship activities, small groups

Staff: Melissa Egger
Board: Sarah Hayes, Joe Lobl
Members: Robin Taylor, Kelly Rae Kirkpatrick

Sarah Hayes (she/her) has been a member of First UU since 2017. She enjoys planning and attending fellowship events and participating on a cook and hospitality teams. She loves fun and is proud to be starting her second year on the Board. Sara looks forward to this new church year, even if it will look different than in the past.

Joe Lobl (he/him), originally from New York, is a retired emergency medicine physician, having worked at Mayo for 25 years. He has enjoyed being a member of this church for almost 30 years. He and his wife, Robin Taylor, joined initially to have a religious home in which to raise their 2 children. And now, even with their kids grown and moved away, they continue to enjoy being involved in the church, working for social justice causes and having fun in the process! In his time at church, he has served as a member and/or chair of the Religious Services Committee (now the Worship Committee), Stewardship Committee, Ministerial Relations Committee, Nominating Committee, choir, chalice circles, and now currently as a member of the Board. He says it has been a pleasure getting to know so many amazing people through the church, and he looks forward to continue serving this community.

Robin Taylor (she/her) and husband Joe Lobl joined the church in 1992 when their children were small. She has taught Sunday School, chaired Religious Education, served on Membership, Communications, Social Justice, and the Welcoming Task Group. She has volunteered as a church sexton and a coffee host and co-chaired Fellowship for more years than she cares to count. She also served on the last Search Committee. She is honored to serve on the Congregational Life Team for Shared Ministry. This church has been a constant source of joy in her life and participation on many levels has allowed her to challenge herself to try new things and grow as a person.

Kelly Rae Kirkpatrick (she/her) joined the church in 1998. She spent her first eight years in the RE wing teaching, and designed the outdoor landscape in 2000, bringing the congregation together to plant. Kelly has been a COA mentor, COA teacher, CON chaperone, and a contributor to the yearly auction several years running. Recent church involvement has been in the kitchen teaching a WFPB Fellowship cooking class, leading the WHW Week 1 Cook Team, and transitioning to leading the Third Sunday Hospitality Group.

Melissa Egger (she/her) became a member in 2008 and has been involved since that time in many areas, including small groups and chalice circles, the women's retreat, the Handcrafted Bazaar, and more. She joined the staff as Coordinator of Congregational Life in 2016 and is so glad to serve in this way in her spiritual home.

Social Justice – *Encourage and equip the church for the collective practice of justice and service.*

Subgroups: Welcoming Congregation, Racial Justice, Accessibility & Inclusion, Immigration, Environmental Justice, Community Volunteering

Staff: Rev. Luke Stevens-Royer
Board: Molly Dingel
Members: Gail Bishop, Sara Felts

Molly Dingel (she/her) is currently serving in her second year as a Board member. In addition to this, she has been on the Racial Justice Task Force since about January 2017. She is a member of the Sanctuary Steering Committee and is grateful to be part of this wonderful community!

Sara Felts (she/her) has attended First UU for ~10 years and became a member ~2013. She has been a member of the racial justice task group since its “rebirth” in 2015/16. While she considers herself one of the more quiet members of the group, she was in the middle of being a co-organizer of the viewing and discussion sessions for “Race, the Power of the Illusion” last March until Covid stopped most of the RJTG activities.

Gail Bishop (she/her), in over 31 years in the church, has served as president of the Board twice, as chair and member of the Social Justice Council, RE (when a Committee), Stewardship, and the AIM Team, and was a member of the Finance Committee for many years. Currently, she is part of the Building our Future team, the AIM team, serves on the Board of Directors of MUUSJA and is a member of the UUA AIM Advisory Group for the NorthEast Region. She enjoys ushering and greeting with her family and occasionally teaching Sunday School.

Financial Stewardship – *Support the financial health of the church and a culture of generosity.*

Subgroups: Pledge Campaign, Service Auction, Endowment

Staff: Connie Schuelka
Board: Rob Harveland, Kathy Schwartz
Members: John Helmers, Dave Edmonson

Connie Schuelka (she/her) has been working for the church since 1993, first as Bookkeeper, then as Records Administrator, and finally as Congregational Administrator. Her primary job is to process all deposits, pay all bills, keep track of pledge information, process payroll, administer the budget, and deal with taxes and benefits. She also keeps the membership records of the church. She has been a church member since 1986 and is also musician emeritus of the church, having retired her position as Co-Director of Music earlier this year.

Rob Harveland (he/him) is married to Jennifer, and they have 3 sons who all attended faith development classes at the UU Church. He has a bachelors degree in electrical engineering along with an MBA. He joined the church in 2001. He's been involved in a variety of task groups, special projects, and committees over the years. Currently, he is honored to be in the position of treasurer for the church.

John Helmers (he/him) joined the church in 1987 and is serving as the assistant treasurer (counts the plate with Connie each week) and as the Finance Committee chair after having rejoined the committee last year after a number of years break. He describes himself as husband, father, uncle, entrepreneur, civil engineer, conservationist, environmentalist, backpacker, canoe camper, horseman, reader, and UU.

Kathy Schwartz (she/her) has been a First UU member for about four years. She joined a chalice circle right away to start getting to know people. The Clara Barton Rummage Sale also offered fellowship, so she volunteered and the second year took on responsibility of leadership and change. In her careers she taught language arts to middle school students (9 yrs.), then worked at a non-profit (10 yrs.), and for 15 years served as CEO in a profit/non-profit trade group in Rochester, teaching Code of Ethics, Fair Housing, and other classes, developing and implementing budgets, and staffing many committees. She implemented shared governance for leadership and staff to focus on long-term goals with identified yearly accomplishments. She believes we are an "intentional community" and looks forward to serving on the Board and sharing in the new shared ministry experience.

Dave Edmonson (he/him) has been a member since 1987. His first involvement was on the Property Committee first as a volunteer maintenance worker and then as chair. He never quite left property involvement and has worked on numerous projects - memorial garden, kitchen remodel (including dishwasher overhaul), wiring, lighting, furnace, boiler (including the boiler renovation project), roof repair, brick pointing, and drainage. He says, "In those days the church was quite strapped financially, so we had to find the cheapest way to do anything and everything, usually involving 'do it ourselves.'" After that Dave became chair of Finance for several years and then served as treasurer for 3 years. During that time, he worked on the pledge drive and budgets and getting a mortgage for the accessibility remodeling for the entrance and elevator. He has also been a regular participant in the choir.

Administration – *Support church programs by caretaking our property and communications.*

Subgroups: Property, Design, Memorial Garden, Library, History, Communications

Staff: Erika Fetterman, Darin Podulke-Smith

Board: Greg Turosak, Dave Siljenberg

Members: Eric Egger, Barb Foss

Greg Turosak (he/him) is in his fifth year on the First UU Board and serves as secretary. He's also on the Shared Ministry Team and Building our Future Team. He has been involved for years on Property Committee (including a term as chair), been part of a hospitality team, PAC team, and ministerial negotiation team. He and his spouse, Katherine Logan, have been involved with First UU since 2006, and have been members since 2009. He greatly values our church's roles in social justice, spiritual growth and reflection, and fellowship.

Dave Siljenberg (he/him) along with his wife Pat, moved to this area in 1979. Their 2 sons live in California and Minneapolis. They started attending First UU in 2003 and became members in 2008. Dave has been on the Finance Committee, the Board, and Ministerial Search Committee, among other activities. He really appreciates the friends he's gotten to know at these UU activities.

Eric Egger (he/him) has been at First UU since 2008. He has served 2 terms on the Board as member-at-large. He has served as Property chair for about the last 2 years. He spends a lot of time doing church related activities. He's been a part of the men's chalice circle for many years. His non-church activities are ICU RN in pediatric and adult nursing. He works closely with heart and lung transplant patients as well. He looks forward to serving as member-at-large on this team to help build and maintain the church we want to serve. He's grateful for this place he calls his spiritual home.

Barb Foss (she/her) was raised C&E (Christmas and Easter) Methodist. ("Don't invite me to your bible trivia," she says!) She has been a member since 1996 with interest in social justice. She also served on the Capital Campaign Information Sub-committee, Membership, as a longtime sexton, Property, and currently Pledge Team lead.

Erika Fetterman (she/her) has been the Office Administrator for two years. She handles many of the day to day happenings at the church. During the time of COVID, she produces the online services each Sunday.

Darin Podulke-Smith (he/him) has been involved in the church life for many years, officially becoming a member in 2019. He now serves as Property Steward, caring for the building and grounds in a variety of ways, and occasionally brings banjo and vocals to the "staff band."