

Paths of Communication and Decision Making

In our recent listening sessions, it was brought to our attention that some folks were not clear on how the flow of communications and steps for decision-making work at UUCA. While there have been no significant changes over the past several years, some folks are new or perhaps never had to reach out so were unaware.

So, the Board of Trustees put together this cheat sheet for you. If you have any questions, please feel free to speak with any of us at <https://uuakron.org/about-us/our-board-of-trustees/>

Who makes decisions about....

Staff

All hiring, termination, salary, hours and job duties are determined and set in motion by the Board of Trustees. Communications between staff, supervisor and Board remain confidential. The Board of Trustees also appoints members of special task forces and support committees for our staff, i.e. music and RE support teams. Input from the staff is taken into consideration where appropriate.

Minister

When a minister leaves a congregation an Interim Minister Search Team is put together by the Leadership Committee (see next paragraph). Once an interim minister has been chosen, a transition team is assigned, often including several of the interim search members. The Interim minister will help the church transition by examining internal processes and systems and making recommendations to the Board of Trustees. Any adjustments or changes will be the sole decision of the Board. During the interim period a Ministerial Search Committee is brought together by the Leadership Development Committee to interview and ultimately recommend a new settled minister. The Board of Trustees is the hiring body. Both the interim and ministerial search processes are confidential. Details on this process can be found on the UUA website.

Leadership

Nominations for Leadership committees, such as Board of Trustees, Foundation Trustees, Search committees, etc. are made by the Leadership Development Committee. The most recent past Board of Trustees president automatically moves to this committee for one year following their year as president. Each member of the team serves for three years with terms staggered. Leadership Development puts out a call for interested parties as leadership roles need filled. If you are specifically looking to serve in leadership at UUCA this is the committee to contact. Let them know your interest and what skills or experience you can bring.

leadership@uuakron.org

Ministries

If you would like to join a ministry committee, i.e., Community Meal, Racial Justice, Queer Justice, etc. contact the committee chair or facilitator. You can find those names and emails on the corresponding committees' page on our website. Each committee independently determines how many members it needs to function

most efficiently and how long one is expected to serve. The Worship Associate Committee is determined by the minister.

Working with Youth

If you are interested in working with COYA , Family Fun Team or for in the RE program, contact the RE director. dre@uuakron.org

Dealing with Concerns and Conflict

As members of a congregation, we have all agreed to work in Covenant with each other. A copy of our Covenant can be found at <https://uuakron.org/uu-church-of-akron-covenant-of-right-relations/>. But we are all beautifully imperfect humans. If you find you are having an issue with someone, speaking to them directly is the quickest, most straight forward and most “in covenant” way to a solution. However, we do not always feel that is an option for one reason or another. To avoid rumors and gossip which cause harm and break covenant within our church community, here are the paths to follow when seeking resolution.

If you have a concern or conflict with:

A Staff Member, speak to the minister. The minister is the staff’s direct supervisor. minister@uuakron.org If that does not resolve the issue, speak to someone on the Board of Trustees.

The Minister, speak to the Board of Trustees. The Board is the minister’s direct supervisor. president@uuakron.org

A member of the Board of Trustees, speak to minister and/or a member of Board you are comfortable speaking with.

Another member, committee member or friend of the church, speak to minister or member of the Board and see if Right Relations should step in. rightrelations@uuakron.org

If you are not sure, speak to a member of the Board of Trustees or the Right Relations committee they can help guide you to the right person.

If you need assistance taking any of the steps above or just want to talk about the Covenant or our processes, please speak to the right relations team. <https://uuakron.org/about-us/right-relations-team/>

When do I call the UUA? Any congregation member may seek counsel or advice from the UUA regarding concerns at any time. UUCA is part of the Central East Region and contacts can be found at <https://www.uua.org/central-east/about/primary-contact-program>. However, the UUA recommends first exhausting our own church’s process before reaching out to them.