

UUC Leadership Development Committee
Report on
“My Service and Leadership Contributions” Recognition Program
May 2010

Background

One of the Leadership Development Committee’s charges is to coordinate a program to recognize church members for the service and leadership they have contributed. In the past, the LDC carried this out through an awards program. The awards program had evolved to include one set of awards for service and another for leadership. However, only a few people could be recognized each year and there was confusion about the criteria for the awards. In 2008 the LDC decided to move away from awards toward creating a culture of recognition within the church. In a culture of recognition, people would be recognized from many quarters and on an ongoing basis for the good things they do. The goal is for church members to learn to appreciate the many gifts that others at church bring and to say thank you early and often!

For 2009-10 LDC members Rick Barwinski and Rhonda Peterson were charged with developing the new recognition program. It was a first effort to try several approaches and see what would work. To infuse recognition throughout the year, the program included an event in the fall, an ongoing *Gateway* series and a larger event in the spring. The fall activity was to invite churchgoers on two Sundays in November to stop at a table at coffee hour to write thank-you cards to anyone at church they wanted to thank. The *Gateway* series of “Unsung Hero” articles featured brief appreciations of members who provide service in various ways, based information LDC collected in November-December from committee/group chairs. The articles appeared in the *Gateway* from January through April.

“My Service and Leadership” Recognition Program

The main recognition event of the year was to collect information about the service and leadership church members and friends provided in church year 2009-10, and hold a reception between services on Sunday, April 25, 2010. To accomplish this, LDC asked church members and friends to recognize themselves, in essence, by filling out a “My Service and Leadership Contributions” form.

Goals. The goals for these activities were to: (1) help church members and friends individually recognize and value their own volunteer work for the church and community; (2) gather information about the many ways that members and friends give of their time, talent and caring, and provide a picture of these collective gifts, using hours as a way to quantify them; (3) generate names of people to be recognized at the April 25th event, and (4) hold a fun celebration open to all.

Form and distribution. The My Service and Leadership Contributions form included a list of ways that people provide service to the church and wider community, and asked for the specifics (role, event, committee, etc.) and the approximate number of hours spent on each activity during the 2009-10 church year. The form was one side of one page in hard copy and was also online in Survey Monkey, with a link on the church Web site. The form was printed in full as a page in the early March *Gateway* and was inserted into the Order of Service on March 28.

Promotion and collection. The late March and early April *Gateway* issues included short articles encouraging people to fill out and turn in a form. There were also announcements in every Order of Service from March 21 to April 18. LDC members staffed a table at both coffee hours on Sunday, March 28 when the forms were inserted into the Order of Service, and on Sundays April 11 and 18. The table included a display featuring pictures of members busy in Sunday greeter, usher, coffee and soundboard roles, and a large decorated box for the forms. At the coffee hours, LDC members encouraged people to fill out forms on the spot or to use the online form. Putting the form in the Order of Service combined with the table and active encouragement by LDC members yielded a return of 60 forms in that one day. People also turned in forms every Sunday that we had the box and display at coffee hour. About 10 were mailed in. Only about a dozen people filled out the online (Survey Monkey) form. But we had added that option after the fact and were not able to promote the Web link with the initial publicity.

To provide an extra incentive to fill out the form, we held a drawing for nine books by UUC members who are authors. The drawing was promoted in the newsletter and Order of Service announcements. LDC members got a list of UUC authors from Mike Kasprzak of the church bookstore, and contacted five to ask them to donate a book for this purpose. All agreed and two donated more than one book.

Response. A total of 130 people filled out a My Service and Leadership Contributions form. In a congregation of about 900 members, this represents just over 14 percent of the membership. The respondents report a total of 25,844 hours, for an average of 121.9 hours per person. But there was a wide range of hours reported—from 2 hours to 584 hours. See below for more details and charts of the data.

Reception. The reception took place on Sunday, April 25, at the between-services coffee hour. An “honor roll” with the names of everyone who had filled out a form was unfurled from the ceiling of Nathan Johnson Hall. Rev. Jon Luopa spoke briefly with appreciation for the gifts of time and talent that so many members and friends offer to the church. He also summarized the results from the data collection effort, and drew names for the books. Those who had turned in a form also received a special thank-you card that featured a photo of the Revs. Luopa and Grace, together with Board of Trustees Chair Alice Arrington. The reception also featured a display with photos and charts of data from the service forms, and cake and juice for all.

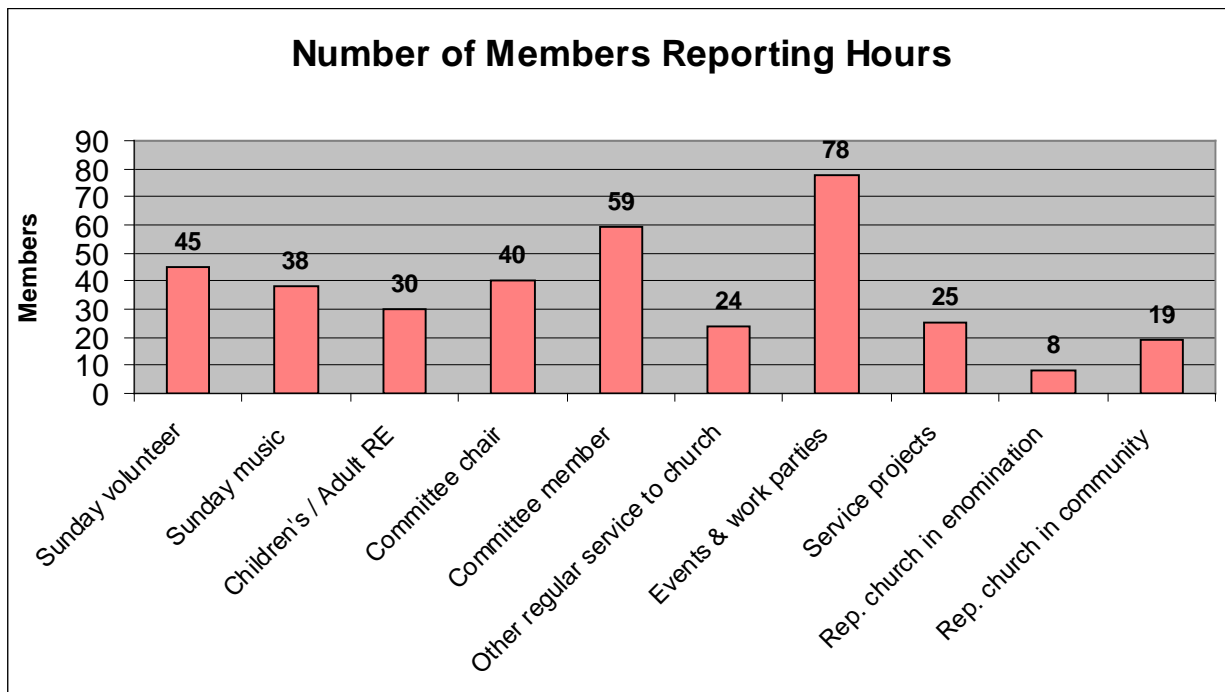
Findings

For a first-time effort, a return of 14 percent of the membership seems good. We know that some important areas of church life were underrepresented, such as teachers in the Children’s RE program. But outside of the survey that Jennifer Bright conducted a few years ago to find out what volunteer work members do outside of church, the church has not collected this type of information before (at least, not recently). So our hope is that the information collected in this recognition effort will be valuable to church leaders and staff in thinking about ways to involve members and in planning next year’s programs. Information documenting member involvement might also be useful for other purposes, such as a future capital campaign. It should be noted, though, that respondents were self-selected and are not a random sample of church members.

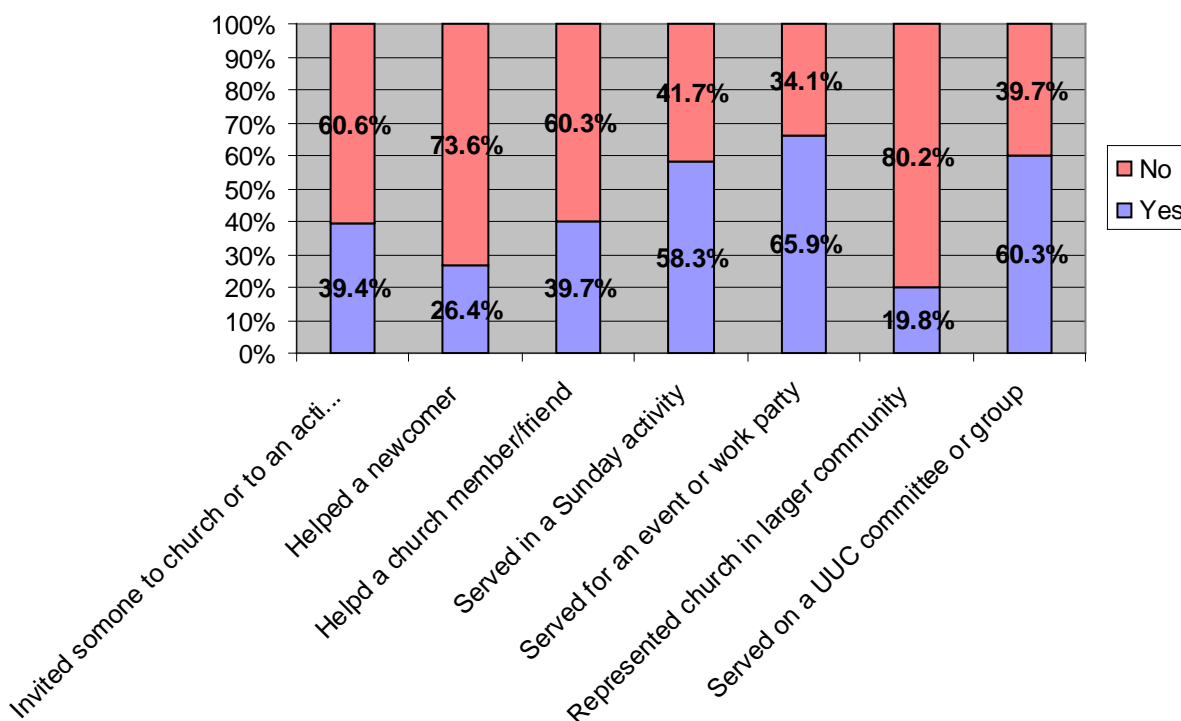
Summary of Response

Total # Responding:	130 people
Percent of Membership this Represents:	14.4%
Total Hours Reported:	15,844 hours
Range of Hours per Person:	Low: 2 hours High: 584 hours
Average Hours per Person:	121.9 hours Equivalent to 3 weeks of full-time work

Data by Number of Members



Participation



Detail: Sunday Volunteer Roles, Music, RE

Sunday Role	Number Reporting
Greeter	13
Usher	10
Coffee crew	8
Office volunteer	4
Sound system	1
Bookstore	1
Training	1
Not specified	9

Sunday Music	
Loft Choir	22
Intergenerational Choir	7
Bell Choir	6
Instruments	2
not specified	3
Children's RE (also Adult RE, but most respondents were for Children's RE)	30

Detail: Committee/Group Leader

Committee/Group	Number Reporting
Covenant group facilitator	9
Auction Comm.	5
Covenant Central	2
Partner Church Comm.	2
Senior Focus	2
Women's Group	2
ARE Program	1
Bimonthly Garden Volunteers	1
Board of Trustees	1
Bookstore	1
Building Advisory Group (BAG)	1
Bylaws Task Force	1
Covenant group Theme Team	1
Finance Comm.	1
Green Sanctuary	1
Immigrant Justice	1
Membership Enrichment	1
Messiah Sing Along Comm.	1
Moderator	1
Music Comm.	1
Social Justice Steering Comm.	1
Stream of Light Neighborhood Group	1
Unitarian Housing Group	1
UUC Friends of El Porvenir	1
Wednesday Forum	1
not specified	2

Detail: Committee/Group Member

Committee	Number Reporting
Leadership Development Comm.	6
Board of Trustees	5
Covenant group	5
Music Comm.	5
Partner Church Comm.	5
Messiah Sing Along Comm.	4
Senior Focus	4
Women's Retreat Planning comm.	4
Building Advisory Comm.	3
Health Care Reform Task Force	3
Human Resources Comm.	3
Membership Comm.	3
Alicia's Comm. On Ministry	2
ARE Advisory Comm.	2
Art Comm.	2
Bookstore Comm.	2
Children & Youth Programs Comm.	2
Covenant Group Theme Team	2
Jon Luopa Day Comm.	2
REACH	2
UUSC	2
Ad hoc Downstairs Refurbishment Comm.	1
Auction Comm.	1
Care Team	1
Denominational Connections	1
DRE Search Comm.	1
Green Sanctuary Comm.	1
Housing Group	1
Humanist Group	1
Meditation class helper	1
Seabeck	1
Social Justice	1
Teen Feed	1
UU Triathlon	1
Wednesday Forum	1
Young Adult Affinity Group	1
not specified	2

Detail: Other Regular Service to Church

Type of Service	Number Reporting
Assist members and friends of church (rides, visit shut-ins, etc.)	6
Help or rides for elders	4
Office help	4
Gateway mailings	3
Bookstore volunteer	2
Christmas gathering	1
Connect visitors with members during the week	1
Youth Group volunteer	1
Photography	1
"Today's Music" notes	1
Help newcomers on Sundays	1
Sunday School office volunteer	1
Art	1
Collection counter	1
Senior Focus	1
Created bookstore manual	1
not specified	1

Detail: Events and Work Parties

Event/Work Party	Number Reporting
Carnivale Auction	26
Jon's 10th Anniversary	20
Downstairs painting	8
Messiah Sing-Along volunteer	8
Partner Church dinner	8
Talent Show	5
Grinnell Singers volunteer	4
Marra Farm work party	4
Book sale	3
Food at events	3
Art hanging & receptions	2
Grounds clean-up	2
Member Connections potluck, breakfast	2
Nowruz Persian New Year	2
UUC photo directory	2
Youth Abroad fundraiser	2
Christmas reception/gathering	2
Alicia Grace's 5th anniversary	1
Book signing	1
Chicken Soup leadership workshop	1

Event/Work Party	Number Reporting
Green Sanctuary Sunday	1
Health Care Reform event	1
Kitchen clean-up	1
LDC reception	1
Meeting of Board and Housing Group	1
Meeting of covenant group facilitators	1
Memorial receptions	1
Raible Library & bookstore work parties	1
Seabeck	1
Senior Focus set-up/clean-up	1
Sound for events	1
SpagCon	1
Sunday Welcoming Convocation	1
not specified	2

Detail: Service Projects

Service Project	Number Reporting
Teen Feed	6
Marra Farms	4
Book sale	2
El Porvenir Work Brigade	2
Sunday refreshments	2
Chalice Lighter	1
Church Web site redesign	1
Coming of Age service project in community	1
Covenant group: Sunday center table	1
Food bank	1
Garden party	1
General computer help	1
Habitat for Humanity	1
Help elderly church member	1
Interweave's Sunday center table	1
Life Long AIDS Alliance	1
Messiah Sing Along	1
Painting	1
Stocking pew literature	1
Warehouse sorting donations	1

Detail: Represented the Church in the Denomination

Group	Number Reporting
General Assembly	3
PNWD Annual Meeting (Bellevue)	3
PNWD Chalice Lighters chair	1
PNWD Health Congregations Team co-chair	1
Seabeck assistant teacher	1
UU Connections	1
not specified	1

Detail: Represented the Church in the Community

Organization	Number Reporting
Sound Alliance lobbying efforts	2
Teen Feed	2
Advocacy for housing/homelessness	1
Antiracist seminar (citywide)	1
Grantwriting	1
Habitat build at High Point	1
Health Care for All rally	1
Immigrant Justice	1
Interfaith Task Force on Homelessness	1
People's Memorial Association meeting recycling team	1
Rolling Crones (sing at retirement residences)	1
Standing on the Side of Love group	1
Sustainable Works Board chair	1
Univ. Churches Emergency Fund volunteer	1
Various - lots of kitchen work	1
WA New Sanctuary	1
Women's Retreat program	1
not specified	2

Data by Hours

