

One Page on Church Governance

First Unitarian Church of Pittsburgh

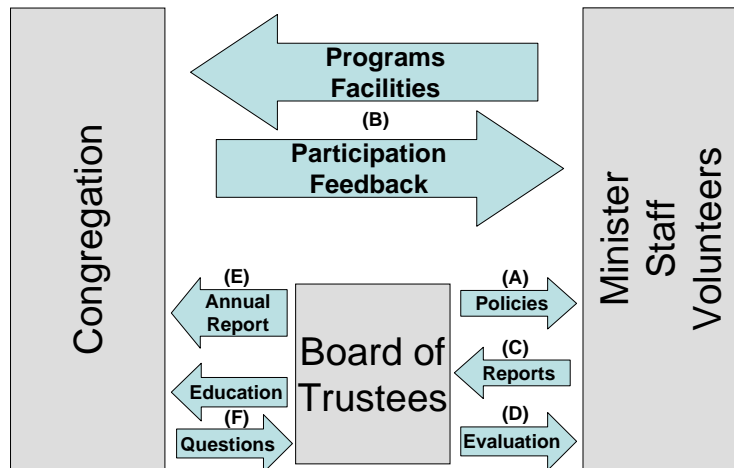
First UU Ends Policies:

- 1) **Stewardship:** The Church community has the use of appropriate resources to meet all ends.
- 2) **Worship Services:** Members, friends and visitors experience worship services of the highest quality.
- 3) **Music and the Arts:** Members, friends and visitors experience excellent visual and performing arts.
- 4) **Lifespan Faith Development:** Members, friends and visitors of all ages grow spiritually, ethically and intellectually.
- 5) **Social Responsibility:** Members, friends and visitors support social justice, social service, non-violent conflict resolution and environmental sustainability.
- 6) **Caring Community:** Members, friends, visitors, and their families, feel welcomed, nurtured and supported.
- 7) **The Unitarian Universalist Community:** The Unitarian Universalist community is stronger because of the leadership and support provided by the First Unitarian Church of Pittsburgh.

Greater detail in Church Governance Manual

How Do We Ensure We Meet These Ends?:

- A) Minister is instructed by board to “make it happen” (Ends Policies)
Policies are continually updated.
- B) Minister works with staff and volunteers to meet ends.
- C) Minister reports to board on compliance with policies:
“are we meeting the ends?”
- D) Board provides written feedback evaluating minister’s performance.
- E) Board provides annual report to congregation on this process.
- F) Board educates congregation on process, guides their feedback and is available for questions.



Getting More Info:

- 1) **Church website governance section:** <http://www.first-unitarian-pgh.org/Governance.html>
Governance Manual: Details of all of the policies governing Minister, Staff, as well as how the board conducts its own business. Updated frequently by Board.
Executive Policies: How Minister and Staff conduct business. Excellent Detail.
- 2) **Attend Annual Meeting and Read Annual Report in May**
 Contains Minister’s Report and Board Response; Fully Implemented in May 2009.
- 3) **Attend Board Meeting:** (3rd Wed of Month at Church, Schweitzer Room)
- 4) **Talk to Member of Board of Trustees (Listed in Program Each Sunday):**

Rob Schwarz, Board President	Sam Hens Greco, Trustee	Ward Kelsey, Treasurer (<i>ex officio</i>)
Jim Bain, Board Vice President	Mary Ruth Kelsey, Trustee	David Herndon, Minister (<i>ex officio</i>)
Mary Denison, Trustee	Genevieve Mann, Trustee	Nick Izzo, Secretary (<i>ex officio</i>)
Stuart Hastings, Trustee	Cherry Mauk, Trustee	
	Carol Perfetti, Trustee	