

Board Summary

The KUUF Board of Trustees is very pleased with the job Paul has been doing as Lay Minister for the Fellowship. In our assessment, he clearly excels in the ministerial areas of counseling and pastoral care, fellowship development, and community outreach. Despite having only a ¾-time position, he has assumed responsibility for three services per month (except for vacation periods), and he brings a great amount of energy and enthusiasm to each worship service that he leads. In addition, he has helped to bring much needed organization to our administrative processes through his presence in the office and collaborations with Martha and our many committees, and he serves as a role model to many of us through his personal and professional development skills. Although he has not been as active in leading religious education and involvement in UUA denominational activities as some full-time ministers might be, the Board is fully satisfied with his contributions in these areas as well. He is supportive of KUUF programs, and he informs and encourages congregational involvement in community and UUA programs.

We received a total of 38 responses to the evaluation survey sent out to the congregation, with 36 people providing ratings for the 8 areas of ministry (two others provided only written comments). A summary of the ratings appears in the table below, confirming the Board’s assessment of Paul’s performance. While it is difficult to concisely summarize the numerous positive comments made, many people commented on Paul’s energy, enthusiasm, caring, and connections that help to bring us all together. His efforts to ramp up online services on Sundays and now Wednesday evenings are especially appreciated as we cope with the pandemic.

Although the Board does not expect more activity from Paul, we note that at least a portion of the congregation would appreciate more adult RE opportunities and more sustained effort by the congregation to be better allies of marginalized groups. One important and timely activity that Paul has recently launched is a discussion group for the book, “White Fragility: Why It’s So Hard for White People to Talk About Racism,” by Robin DiAngelo. The Board also recognizes our shared responsibility for ministry, including informing the congregation of UUA initiatives and encouraging broader participation in educational and denominational activities.

Table: Summary of ministry evaluation results (n = 36). Percentages may not sum to 100% due to rounding.

Area of Ministry	<i>Excellent</i>	<i>Good</i>	<i>Fair</i>	<i>Poor</i>	<i>Don’t Know</i>
Counseling & Pastoral Care	75%	17%	3%	0%	5%
Organization & Administration	75%	19%	3%	0%	3%
Fellowship Development	86%	14%	0%	0%	0%
Personal & Prof. Development	78%	14%	3%	0%	5%
Religious Education (All Ages)	33%	36%	3%	0%	28%
Worship	78%	22%	0%	0%	0%
Denominational Activities	42%	31%	3%	0%	25%
Community Outreach	75%	17%	0%	0%	8%