

UUFM Board Minutes July 19, 2017 6pm

Check the agenda which was sent out

Attendance:

Nancy Cramblit, President
Tony Filipovitch, Vice President
John Knox, Treasurer
Barrie Evans, Secretary
Diane Dobitz, Member-at-Large
Tricia Nienow, Member-at-Large

Not in Attendance:

Henry Panowitch, Member-at-Large

6:00 Greeting and Check-In

6:10 Chalice Lighting and Board Covenant: We light our chalice to remind us of our Gratitude to be of service, Our role in the ministry of this church, and of Our Connection to Unitarian Universalists everywhere. Let us begin in love.

6:15 Review agenda for adds/revisions

6:20 Visitors' Forum Visitors are welcome to address the Board on any item on the agenda or to bring new business at this time, though new business will likely be tabled until next meeting. There are no visitors to today's meeting.

6:20 Consent Agenda (All items are in Current Board Meeting Folder; Consent agenda is not debatable, although any member may request that any item be removed from the consent agenda before the vote is taken)

- Reports (June Board minutes, CFD report for June was given to the Board in paper form, Attendance, LRP Update, Building and Grounds Committee Job Description)
- Nancy added handouts for Board members, including Interim Ministry Appraisal, Unitarian Universalist Fellowship of Mankato By Laws

MOTION: Accept Consent Agenda as updated. John Knox First. Second, Diane Dobitz. Passed unanimously.

6:30 Updates on: Donation to Mankato Diversity Council, Safety Policy, Developmental Ministry, Board/Committee Chair Retreat, additional pianist for Sunday services

6:35 Discussion of Safety Checklist:

John Knox says the safety team, as envisioned by Church insurance company is not possible. Our insurance company wants us to have information on a computer which is not connected to the internet. John pointed out that this is not possible because we need to be connected to the internet with our computer and have the information there for payroll as well. The computer we use is password-protected and only two people have access to it.

6:40 Discussion of CFD position: Tony addressed the issue of our CFD position. Tony describes the situation as fluid, with two candidates. One candidate is available for more hours and is more familiar with UU traditions, but also expects a higher compensation level. Both candidates are members, which would require Board supervision (rather than Minister).

The Board engaged in a serious discussion about the direction to take in hiring a CFD staff person. One candidate is also interested in providing (paid) leadership in some of the minister's worship functions (monthly Intergenerational Services and Shared Pulpit training). As Treasurer, John Knox noted that paying a person to fill these functions at the candidate's level of experience and at the proposed salary requirements can be accommodated within our current budget.

The Board also considered the possibility of one candidate serving as CFD Coordinator with the other candidate hired to take on some of the minister's role (worship support, RE support, membership support).

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MOTION: Delegate power to the Executive Committee to make the job offers necessary to make the hiring of a CFD Coordinator/Director happen. Diane moves, Tricia seconds.

7:10? Discussion of our search for a Developmental Minister: We do not have a candidate to fill the Developmental Minister's position. Tony has been contacting people to find information on what kind of options we have in finding a minister. A potential candidate has expressed interest but is currently doing an internship and won't be available until next spring. The UUA has not responded but Tony has been investigating other possibilities, including:

- Developmental minister may be a 3-year position rather than a 5-7 year journey. Offering a shorter term may generate more interest from potential candidates.
- There is the possibility that a mid-year process could generate a ministerial candidate.
- There may also be other ministers who would be available but do not know about our need.
- There are questions about how the UUA might react if we do more investigation to hire on our own.

Retreat Agenda Discussed Nancy presented ideas she discussed with Diane Dobitz and Barrie Evans in a separate meeting. The Board agreed with these and it was suggested that our consultant, Karen Gustafson, has a great deal of experience and may want to adjust the agenda of the meeting to fit with the format she has found most useful.

7:20(?) Review Conflict of Interest Policy Each member of the Board needs to fill out a Conflict of interest policy, sign and send it to the Board Secretary to gather and file. The Secretary of the Board will maintain this as a physical file. Conflict of Interest policy was read aloud by the Board members.

Board Tasks for Long-Range Plan 2017-2018

Goal #1: Governance and Organization. Discussion of developing an FAQ document that answers "Where do I go or who do I ask?" to find who is responsible to answer questions such as "Who do I talk to about using the kitchen?" "Who do I send topics to for sermons or services?"

John suggested asking Marlene Stein-Greiner to take part in this project. Otherwise, Tony will work with Linda Ganske to develop this further.

Goal #2: Ministry. We do not have a policy on Attitude of Gratitude currently.

Treasurer's Report

The results for the last Fiscal Year were \$2,000 off but this was made up for largely by \$1,500 in last year's pledges coming in after the end of the fiscal year. We have spent money on designated items such as landscaping, building up earth around foundation to alleviate problem with having water run into the basement. A kitchen fan has also been replaced. In short, money is being used as designated and we remain very close to our budget targets.

Discussion of Chapter 10 of *Governance and Ministry* Diane led a discussion of Chapter 10. Some of the material addressed in this chapter seems to apply to larger congregations. A marker for how we will know we are ready for a called minister is that we know who we are and can communicate this to a prospective minister. The important question becomes, Who are we? Who do we want to be? Diane said, Are we changing lives? What shows this? The answers to these questions must be different for each stage of our lives. RE at one point, theology may be the need, pastoral care is needed at a different time of life, perhaps. Part of what we provide is a place where people really feel accepted

Barrie led a discussion of Chapter 11.

8:00 Adjourn

Next Meeting: August 16, 2017 at 6pm