

# UUFM Board Minutes September 20, 2017 6pm

## **Attendance::**

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

## **Greeting and Check-In: Who Are We??**

**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.

## **Review agenda for adds/revisions**

Review of Conflict of Interest policy. Name change for membership committee. Help for Personnel and Worship committees. Summary of the committee chair retreat.

## **Visitor's 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.

**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).

**Motion:** Accept Consent Agenda. Tony moves, Diane seconds. Approved

Review

- Reports (July and August board minutes, Attendance)

## **Treasurer's Report**

**Updates on:** Minister search and search committee, choir director, janitor, Safety Policy, phone numbers for receiving texts, Personnel Decision-Making policy, FAQ, Attitude of Gratitude, revised Building Use policy, Nora Church contact, Retreat update.

Tony leads discussion: Minister's search committee would like to find a person to help problem-solve the need for employment for potential ministerial candidates. A candidate may have a spouse who may need employment as a condition for the minister to accept a contract with the UUFM. The Ministerial Search Committee is exploring leads for finding a new minister. These leads include widening our focus to look for ministers who want to work on a contract, interim or developmental basis. We are seeking ministerial candidates through the UUA as well as other newly-identified sources such as ministerial job boards, networking, etc.

- Current search to find a choir director continues. No candidate has been identified.
- We received good news from our insurance company: a contract janitorial worker would still be covered by our current insurance and workmen's comp.
- Board informed of procedure for UUFM Board e-mail voting policy
- FAQ is already available for each of the committees. Each committee will continue to maintain their own FAQ.
- Linda Good will take on duties associated with the Attitude of Gratitude recognition.
- *Under the Building Use policy we will ask someone to take over Marty Costine's former position and put a better definition of: (building use contact?)*

Nora Church will be putting on a program from the UUA as a full-day program called, "Love Reaches Out." This program asks us to look at our commitment to UU principles and how we choose to live out our faith.

#### CFD Update from Tony

- OWL training is currently available only in San Francisco and New York. The cost is \$4,000 for each level (high school and middle school training) of training. Each level requires a pair of trainers at the cost of \$2,000 for each trainer. If the UUFM offers to host a training, we would charge CFD participants \$250 to attend. We would also incur advertising expenses.
- Members of the EDJ Committee are putting on a household challenge. EDJ Committee will inform congregation members via clipboard with intro and sign-up on each one.

**Motion:** Add the Major Expenditure policy into the job descriptions of each committee chair's job description. Motion: Tricia, second; John. Motion approved unanimously.

The Shared Pulpit program has only 3 takers at this time. Four are necessary to make this program work.

Stewardship letters have been sent out. Stewards will contact members after they receive the names of UUFM members to contact.

Diane and Barrie will communicate with Linda Ganske about the Communications policy Linda Ganske has been working on. The draft is available in drop box.

Board members discussed how to use the money in the Minister's Emergency Fund until we have hired a minister to manage this. Pastoral Care Committee has made decisions about the use of this fund. Very little money has been given out (2x \$25 gas cards) in the past two years. Money has been available in a fund that gets replenished by offerings at Christmas. How we want to reach out to community members is a useful topic for conversation *between the Pastoral Care Committee and the UUFM Board.*

#### **Review Conflict of Interest Policy**

Committee chairpersons are required to sign the Conflict of Interest policy form and note their

potential conflicts of interest. Each committee may make their decision if all members will be required to notify the committee of conflicts of interest.

**Motion:** Amend the Conflict of Interest Policy to reflect that all committee members need to sign a conflict of interest policy. Tony makes the motion, Tricia seconds. Vote is unanimous in favor.

The Board discussed the needs Personnel and Worship committees have identified. They are asking to have new members to help fill each committee to do the work needed and help fulfill the mission of each of these committees.

**Motion:** Approve expenditure for a new refrigerator. Diane makes the motion, Nancy seconds. Vote is unanimous in favor.

Tricia discussed a name change for the Membership Committee. The members of the Membership Committee are asking to change their committee's name to "Connections Committee." Tricia and Carrie have talked about how this change will help them re-focus the goals they have for the committee and to allow them to determine a wider scope of action.

**Motion:** Approve the committee chairs and the change of the Membership Committee's name to Connections Committee. Henry makes the motion, John seconds. Vote is unanimous in favor.

Discussion of the invitation extended to the UUFM to join other community churches in offering shelter to refugees and others in need. EDJ Committee has already volunteered to feed people without shelter on Sundays. There are 4 options available to us to define our participation: Provide shelter, offer meals, provide a financial gift to those churches or to volunteer time to help in another area church.

### **Henry: What have we learned in our 2 years with Rev. Don?**

The Board made time to have a wide-ranging discussion prompted by Henry. The purpose was to share perspectives on what Board members experienced in the two years we worked with Reverend Don and how we can use that experience wisely in working with the next minister hired to lead UUFM.

- The Board provided Rev. Don with a committee that Rev. Don could speak with in confidence about issues related to his performance or to provide support to him when needed.
- There will be conflicts between the Board and any new minister we hire. The Minister's Search committee and Board members will work hard to select a minister who is the best fit for the needs of the UUFM. We will also be mindful that the development of the relationship between the new minister and the UUFM membership will be the biggest influence of our perception of a new minister's personality as attractive or unattractive.
- There is a great value in promoting the values and communication expectations already found in the UUFM covenant. This provides a good beginning for developing and promoting respectful connection and communication within the UUFM.
- What communication styles are we going to promote among ourselves? We feel more

compassionate and likely to engage each other in fellowship when we see people as being on their own worthwhile journeys as they develop and change throughout their lives.

- We, as a Board, are responsible for the message we give to the minister and we are partners with a minister in promoting and offering trust to him or her as the minister acts on the consensus decisions made by the Board.
- Patience and consideration should be encouraged as a value among the UUFM congregation. The Board will model this but also communicate the need for this to members of the congregation.

### **All Are Welcome Sign**

- There was discussion around what sign we should display to promote our commitments to counter hate. A specific sign was referenced and there was general agreement that the sign should be on a larger scale and would need some editing to allow for a clear message to be made.

### **Our 2 Main Tasks this Year:**

- Listening: Our first Listening Circle to be held on Sept. 24
- Take more actions which are disciplined and intentional, such as organizing coffee hour monthly to promote interaction between new and more-established members of the congregation. Fill in percentages in the rings of involvement graphic provided to us by Karen Gustafson at our retreat. Encourage more involvement in CFD.

### **Adjourn**

**Next Meeting: October 18, 2017 at 6pm**