

Minutes
UUFM Board Meeting
November 7, 2019 6-8:07 p.m.

Present:

Tony Filipovitch, President
Penny Herickhoff, Vice President
Tricia Nienow, Member at Large
Andy Roberts, Member at Large
Faye Mattison, Secretary
John Knox, Treasurer
Rev. Rita Capezzi, Minister

Not Present:

Tom Little, Member at Large
Nancy Cramblit, Past President

Greeting and Check-In

Chalice Lighting and Board Covenant: We are a welcoming people of diverse beliefs who commit to nourish the spirit, broaden the mind, nurture the earth and build community. May this flame we kindle remind us to strive, today and every day, to love beyond belief.

Review Agenda for Adds/Revisions: No changes.

Visitor's Forum: Jane Schostag, Committee on Shared Ministry (COSM); Dick Chambers, COSM.

Consent Agenda: Attendance, October Board Minutes, Treasurer' s Reports, Committee Reports, Emergency Preparedness Policy. Approved.

Notification of Board E-Mail Vote--Communities of Inclusion signing:

- **Motion that Rev. Rita sign the Diversity and Inclusion Statement on behalf of UUFM, to be presented to the community at a signing ceremony on October 30, 2019, at the Mankato Civic Center.** John Knox; Second, Tony Filipovitch; unanimously approved.

Ministry Report:

- **Rita highlighted Buildings and Grounds-related requests:**
 - As a safety and accessibility issue, we still need to install new handrails in both interior stairwells and on the walkway at the north entrance of the building.
 - We need a new Aesthetics Task Force to utilize the Allan Art Fund (\$1900) in order to make purchases to enliven the entryway and stairwells. This group would report to Building and Grounds. Andy and Rita will ask people to participate, including some persons who have previously served on the Buildings and Grounds Aesthetics Sub-Committee.
 - Rita would like to raise another task force to consider accessibility of tables and chairs, as well as noise levels, in Fellowship Hall.
 - New computer equipment needs to remain on the Board's radar.
- Thanks to Linda Ganske, John Knox and Tom Little for their work in procuring the new lapel and over-the-ear mics.
- Rita has been collecting Dreams for Stewardship ideas which she will share at the

December Board meeting.

Committee on Shared Ministry (COSM) Discussion:

- **Worship Committee:** The Board and COSM can continue to provide input, but the congregation needs to step forward. It may be helpful to ask people to train as Worship Associates, rather than to lead an entire service or to preach. The youth can be included in this process. Rita's first pulpit exchange, with Rev. Laura Smidzik from Fridley, will be on Sunday, November 24.
- **Pastoral Care and Presence:** Beyond the ongoing need for sending cards, we must involve others to a greater degree, and Rita has expressed ideas/plans for how to achieve this. Small group ministries, for example Soul Matters Sharing Circles, will begin in the new year.
- **Spirituality:** We need to encourage people to speak openly about what they believe, in spite of the fact that some may feel that spirituality equals religion.
- **Social Justice:** The leadership style of EdJ has changed to a team approach: Rita convenes the meeting and provides minutes, but the team is organized more like a work group. Rita hopes that the Trans group will become a sub-group of EdJ. COSM suggests that the Board get behind the promotion of social justice activities by talking up these activities and by connecting them to our shared values.
- **Administration:** It is important to clarify the minister's role in relationship to stewardship. Pledging in any amount, even \$0, makes you a stakeholder. Rita has spoken with Vale Weller and others at UUA regarding best practices. Lack of information causes problems, especially when only one person has access to giving information.

Note: At the time this evaluation was being processed, the issue of who has access to giving information had not been addressed. Please see the motion under the Stewardship Strategic Planning section below.

- **Serves the Larger UU Faith:** Children's Faith Development (CFD) and the Worship Committee will need to consider how to own rather than throw out the concept of Jesus the man. It's also important to encourage people to attend Mid-America, General Assembly and other meetings. Meeting other UUs and networking helps us to grow our enthusiasm, build relationships and learn effective ways to strengthen our congregation.
- **Leads the Faith Into the Future:** Our Leadership Retreats and Table Talks have been valuable tools for gaining insights into how we want to move forward. The Board and minister should continue their professional leadership, including the goal of improving our use of media and technology.
- In compliance with the fellowship process, UUFM and COSM will complete and submit formal reviews for Rita for each of three years, after which time she will be granted full fellowship, and reviews will no longer be necessary.

Stewardship Strategic Planning:

- **Motion: The Board affirmed that our called minister, Rev. Rita Capezzi, has full access to all pledge information.** Moved, Andy Roberts; Second, Penny Herickhoff; approved with one abstention.
- **Stewardship Work Group Update:**
 - Members include John Knox, Andy Roberts, Tom Little and Penny Herickhoff.
 - At their meeting, Andy brought up specifics to include in the brochure.
 - Tony has finished the UUFM history.
 - The brochure must present a focused, concise story to educate people on our vision and budget, as well as a brief synopsis of what we've

accomplished in the last ten years. Penny created some visuals to educate members on our budget in a clear, easily-understood way.

- Sixty-one % of us are currently pledging; we'd like to increase this to approximately 80% so we aren't relying as much on legacy givers.
- On the pledge form, people will be given the opportunity to indicate the following: 1) Their commitment in terms of a pledge and/or action/volunteering, and 2) Their vision for future conversations. We may have five task forces to build excitement, including a possible capital campaign.
- The pledge card can be an insert. Instead of asking people to give a percentage of their income, we might consider asking them to visualize giving in support of an area they are drawn to, such as covering a month of child care. We might provide specific examples of items/activities that \$10 per month can cover.
- Timeline:
 - January 2020: Collect pledges from Board members.
 - February: Take pledges from individuals on committees/teams. The brochure needs to be ready in February for the committees. By February 23, we should have pledges from the leadership.
 - Toward the end of March: Conduct the congregational appeal for pledges.
 - April: Contact those who haven't turned in their pledges.
 - March 24 is Social Justice Sunday.
 - March 31: Rita preaches. Early in the service, members will share brief talks/pledge spotlights on why they come to UUFM. We will hold a pledge celebration, luncheon and lottery giveaway.

Treasury Report Format: Because the Finance Committee meets two weeks before the Board, the Board will receive the same information as the Finance Committee.

December Board Meeting:

- Our next Board meeting will be on **Thursday, December 5, at 6 p.m.**

Motion to Adjourn at 8:07 p.m.: Andy Roberts; Second, Tricia Nienow; approved.