

UUCF Board Meeting Minutes
September 19, 2017

Attending: *Board Members* - Paul Atelsek, Ashley Rothermel, Kristin Keen, Anthony Salvi, Peggy Hillman, Milo Valenzuela, Jeff Snyder, Mary Butler; *Ex Officio* - Rev. David Miller; *Staff* – Rich Sider, Pippin Whitaker; *Guests* - None

Process Observer – Anthony

Call to Order/ Check-In

7:37 pm

Spiritual Opening/Chalice Lighting – Peggy

Consent Agenda

- Minutes of Prior Meetings (Aug. 26 and Sept. 5 were distributed), both adopted
 - Monthly Dashboard Report
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Meeting Agenda

Minister's Report – David

- 60 visitors since June, new membership class forming
- Diana Tycer-Bice, new interim DRE (Director of Religious Exploration), came to lunch today. Linnea has put together and is beginning an orientation program for the transition period.
- Linnea will be honored at the Get Connected Fair with her own booth and cake so everyone can say good-bye.
- Sarah Caine has completed her orientation and begun her responsibilities.
- The church administrator search committee is expected to start this week. Paul is contacting the folks who weren't chosen before the committee is announced.
- This week Rev. David will be coordinating with Rev. Dr. Hope Johnson and Dr. Janice Marie Johnson as they design 2 services for Sunday (Sept. 24) dedicating the Love is Love banner(s). The Racial Justice Steering Committee is helping to organize the dedication procession and the luncheon that accompanies the workshop following the second service.
- 26 children have started the Merry Makers youth choir. Mary Gaskins is thrilled.
- Heather Wiemer is organizing a voter registration on October 14 at the National Rifle Association.

Recommendation on the Program Evaluation Committee, PEC, Subject for This Year –

David/Rich

The Coordinating Team (CT) recommends the children's RE program is evaluated this year. The use of volunteers throughout UUCF was a possible topic, but given the transition in RE leadership, they believe it is timely to focus on this program. The information will be helpful as we search for a new DRE. The PEC aims to complete the report by the end of March. Mary Butler is serving on the committee. Ashley moved that the children's RE program be confirmed

as the program that will be evaluated; Kristin seconded. The result of the voting: passed unanimously.

Planning to accomplish the Annual Goals decided at the Board Retreat

Paul proposed a general strategy for dividing the work into teams.
A discussion followed. The Board was divided into the following teams:

Budget/Financial – Jeff, Paul, Milo
Mission/Vision – Anthony, Peggy, Ashley
Transformation/Healing – Kristin, Mary, Karen

The *general* direction(s) for each goal will include, but are not limited to:

Transformation/Healing – Kristin, Mary, Karen (This goal will be addressed first.)

Model and encourage vulnerability. The Board will model and (thereby) encourage vulnerability through a process that is more transparent than in the past. Gentle support will be the guide, reminding everyone that we are working together.

Considerations: What concrete activities and structures will be used to meet the goals? How can we think differently as we examine and dismantle? Communication is key. As we examine where we are, think about where transformation might occur. Ask ourselves, are we (the Board) ready to do that? What resources/tools can help us?

After the leadership meeting, many have given feedback that the comment “You are wanting me to change the thing that has fed me my whole life” (expressed at GA in June) resonated powerfully with them. Pastor care and grief management are other keys for success when in an unavoidable state of change, when other people and ideas are taking over.

What is the meaning of the second half of the goal? Are we going to be an “activist congregation”?

Budget/Financial – Jeff, Paul, Milo

1) Financial Education – History, Present, Future

In response to the financial stewardship responsibility of the Board, the Board will begin (ASAP) explaining to the congregation that important decisions will have to be made (cuts) if pledges don’t increase. Stop gap solutions have been made in the past few years to maintain UUCF programs at their historic levels, but to create a sustainable future, a realignment of the programs to income is called for.

Considerations: The financial situation: Is it a problem or a response to an evolutional change? How does it impact the congregation and UUCF programs? How will the Board establish a two-way communication flow with congregants during the discussions?

- 2) Deferred Maintenance – How are we going to fund needed structural maintenance?

Mission/Vision – Anthony, Peggy, Ashley

The UUCF Mission and Vision statements were last updated in 2010. The Board and the congregation should explore whether they should be revised in response to our current environment. The committee will research 1) possible processes by interviewing other churches regarding the methods they have used and 2) their mission statements. Megan Foley will be contacted for possible guidance

The steps would include getting congregational groups together (interested stakeholders) to explore what is important. Eventually, the resulting ideas would be made public somewhere where congregants can post comments and provide feedback. Then possibilities are discussed. A World Café Model, where people discuss in small groups and then mix and discuss again, is a possibility. Ultimately, any revision suggestion would be brought to a congregational meeting.

Considerations: How to design intent into the process in an effort to avoid dualistic thinking. How do we address all the issues together and manage change?

501c3 application update – draft Conflict of Interest Policy review – Paul/Jeff

Discussion was held regarding whether or not the IRS template is too broad? Is there a workable, shorter, clearer policy that will still meet the points needed to satisfy the application requirements?

Rich offered to look again to see what things can be simplified. Jeff offered to help. Rich will reach out to the administrator's network and thinks he can probably rework it satisfactorily.

Board may want to discuss further.

Board Observation – All

This is an opportunity for Board members to share observations, ideas, or new business items that need the attention of the Board. Items may be discussed, deferred until another meeting, or delegated if they do not fall under the purview of the Board.

Process Observer comments

Meeting adjourned at 9:17 pm

Next meeting: October 3, 2017

Spiritual Opening: Milo

Process Observer: Ashley

The mission of the UUCF Board of Directors is to create an evolving vision and strategy that challenges the congregation to live its mission by nurturing relationships of love, respect and trust.

Our Covenant as Board Members:

We agree to treat each other and our work together with respect by:

- Making meeting attendance a priority, coming prepared, and following through on our individual commitments
- Contributing to an environment where it is safe to express differences, encouraging diversity of thought
- Actively listening with an open mind and speaking honestly and constructively while being aware of the “verbal space” we take up in the room
- Seeking consensus on each decision and speaking with one voice after the decision is made
- Committing to our personal spiritual growth
- Encouraging each other to grow spiritually and to enhance and apply our individual skills and talents

We agree to honor our responsibility to the Congregation by:

- Recognizing the limits of our understanding by seeking new ideas, guidance and input from others inside and outside the Congregation
- Actively making our decision processes and decisions as accessible and transparent to the Congregation as possible, while recognizing that certain information we receive as Board Members must remain confidential

UUCF Theological Statement of Purpose
Practicing Love in Action; Trusting in a Larger Love

Our Vision/Mission/Ends
Grow, Connect, Serve

Grow – Transforming Ourselves: We grow as individuals and as a community through worship, service play and caring for one another, and thereby deepening our appreciation of the gifts of life and love.

- We gather in worship and in lifelong religious education and exploration to nourish our spirits, open ourselves to the holy and challenge each other to become our better selves.
- We grow in spirit and strength by working and advocating for social justice, spiritual practice and supporting each other through passages, grief and hardship.
- We celebrate our joys and grow through fun, fellowship and play.

Connect – Transforming Our Community: We connect to and care for our families, our congregation and our community.

- We live our values with love and compassion creating a diverse religious community united through fellowship and service.
- We give generously of our time, talent and resources in caring ministries with one another.

- We reach out to those who seek a spiritual home and connect them to a vibrant spiritual community, welcoming people of all ages, ethnicities, sexual orientations, political affiliations and abilities.
- We live our commitment to the inherent worth and dignity of every person, and to just and compassionate human relations, committing ourselves and our resources to help our neighbors and the community in which we live.

Serve – Transforming the World: We serve our world through our work and commitment.

- We champion civil, economic and environmental justice in our community and in the world.
- We, as grateful stewards, nurture and care for our human, financial, physical and natural resources, holding them in trust for ourselves and future generations.