

Draft - UUCF Board Meeting Minutes
October 3, 2017

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

Process Observer – Ashley

Call to Order/ Check-In

7:35 pm

Spiritual Opening/Chalice Lighting – Milo

Consent Agenda

- Minutes of Prior Meetings (Sept 19 was distributed – approved/adopted)

Meeting Agenda

Minister’s Report – David

Worship:

- Feedback has been coming in about the changes in services. No consistent reactions have been determined as yet. Some Religious Education (RE) parents have voiced concern about wanting to switch their children’s RE time to match their new worship preference. The RE committee is trying to be flexible for those who want to switch their children’s RE class.

On November 12, Susan Bennett, Laura Weiss and Rev. David are going to have an opportunity for congregants to give more input in person. In general, people are responding well, but the process of adapting to these changes takes time. Rich noted that attendance appears to be moving toward the 11:15 service.

This will be an ongoing discussion.

Community Presence:

- Lots of requests to participate in various marches.
- Gun Violence Prevention Event–At the normally scheduled march outside the National Rifle Association on October 14th, people will also be registering voters. Organizers are expecting a much greater turn out for the march because of recent events.
- There were meaningful recognitions of the church’s gratitude to Linnea for her (and her family’s) many contributions to UUCF at the Oct. 1 worship services and at her table at the Get Connected Fair, which followed.

Diana is in place.

- Director of Administration Search has commenced. The first application has been received.
- An African-American couple was driving by and stopped to come in and thank the church for putting up the new banner. Significant positive feedback has been received.

Upcoming Events:

- October 15th – Intern commissioning for Pippin Whitaker
- November 12th – Board commissioning, both services

Clarification on the PEC subject for this year – David/Paul

Rich and David think it would be best to begin by having the CT discuss what they think the scope of the RE Program Evaluation should be. They will return to the Board after they receive the CT's recommendations.

It is projected that the program evaluation will be completed by the end of March. Depending on when it is completed, it may provide useful information for the Search Committee for the new Director of RE.

Further discussion was tabled until the CT provides recommendation regarding the scope of the evaluation.

Salary Range for Director of Administration – David

Current Budgeted Expenses:

Rich's position was budgeted for ¾ time to the end of the 2017 – 2018 church year because when it was established Rich thought he would not retire until the end of the year.

Implications of His Earlier Departure for the Current Budget:

Since Rich is now leaving sometime in January, the new Director will be full time for the second half of the church year and there will be some overlap when Rich is assisting the transition. In addition, there will be some costs related to the search and there are some unknowns at this time, such as medical insurance premiums, which cannot be determined until a candidate is found. The gap is expected to be about 13K.

There are a little savings associated with the unexpected loss of Linnea, but Mary Foster *may* need additional hours (She is currently working 30 hours weekly.) to adequately complete her assigned tasks.

The CT will discuss options and present something to the board.

The Board discussed possible salary ranges for the new Director of Administration based on information from UUA fair compensation salary guidelines. A recommended salary range was determined. Karen moved that the range recommendation be approved, Mary seconded. The motion passed unanimously.

New Chairs for the Generosity Team and the Annual Giving Campaign – Jeff

Names were recommended by each of these committees of the Board:

- For Chair of the Generosity Team - Dave Wiemer
- For Chair of the Annual Giving Campaign - Meg Harrelson

A vote was taken to approve these recommendations which passed unanimously.

Update on Goal 3 – Financial education – Jeff/Paul/Milo

Jeff volunteered to be the convener for the Financial Education Subcommittee.

This subcommittee is addressing the Board goal for budget transparency. They have announced an open financial forum between services this Sunday, October 8, presided by members of the Financial Oversight Committee. The first forum will primarily be a listening opportunity. Jeff offered to draft an outline of what will be presented. The organizers are hoping to capture possible questions to use as frameworks for future meetings.

Vandalism policy – Rich

Rich created and distributed the new policy.

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

The meeting was adjourned at 9:25 pm.

Next meeting: October 17, 2017

Spiritual Opening: [Need a volunteer]

Process Observer: Karen

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.