

Unitarian Universalist Fellowship of the Emerald Coast Board Meeting Minutes

Date: September 9, 2013

Time: 6:35PM

Place: Unitarian Universalist Fellowship; Valparaiso; Florida

Board Members Present: Karen Lauer called the meeting to order at 6:35pm; Beth Reindl Madrigal, Ed Farley, Rece Hawley, Kathy Roniger, Amanda Piburn, Josh Ashley, Don Hawkins, Board Members. Micah Krider, Diane Gibson and Loren Boyer were absent.

Guests Present: Reverend Rod Debs (Ex-Officio), Gil Brown, Jane Park, Denny Lauer, Shar Farley, John Drury, Ellen Holt, Debra Baker-Rian, Richard Rian, Joe Arganbright, Chris Larson, Judy Byrne Riley, Odin Toness, Darrell and Deborah Brunning, Ellen Holt, Jane Montgomery, Jennifer Conroy, Bill White, Miriam Williams.

Welcome and Check In – All reported what is right and interesting with their world.

Chalice Lighting – Reverend Rod Debs

Secretary's Report – Minutes were presented from Special Meeting on August 28, 2013 and approved. Darrell Bruning requested a copy. Minutes were also presented for July and August, 2013. Due to the pressing time issues and the abundance of information, the board requested more time to review and will approve and adapt changes via electronic communications and post as completed.

Treasurer's Report – Report sent for the first four months, budget income is coming in approximately \$3000 short for first three months. Close gap campaign is looking good and on-going. Finance is looking at the gap for the report in October and we will discuss the details at that meeting before the annual congregational meeting.

Congregational Meeting

By-Law Change – Endowment Committee, Don Hawkins made a recommendation to change the Endowment Committee terms from two three year terms to one five year terms for continuity and the need for expertise in this area. The Board was in agreement, Beth motioned to accept and Amanda 2nd. At discussion, Kathy Roniger expressed concern that it may conflict with the By-Laws. Judy Byrne Riley agreed to review the By-Laws with Kathy and ensure there was no conflict and this is to be voted on at the Congregational meeting if it is a By-Law change. The motion was tabled until the next meeting.

Finance Review – Ed will present an updated financial report at the meeting with full explanation of income shortfalls.

Nominating and Election Procedures – Amanda reported that the nominating committee has been taking on-going nominations and will make a recommendation to the board at the 10/14/2013 board meeting for the board to vote on a recommendation to the congregation. It is outlined in the By-Laws that nominations will be taken from the floor and this is the procedures we will follow for these elections.

Committee Reports

Religious Services – Amanda is co-chair and board liaison through the end of year. Religious Services Charge and the Ad Hoc Committee Report was also addressed and she read the charge from the board and stated that they are making adequate progress. She has taken on some additional job responsibilities and will have to limit her commitment to this volunteer position after the first of the year.

Program Council – Josh said they are meeting tomorrow. They are continuing discussion about having something different and innovative one Sunday of the month. This month at the end of the month is Star Trek presented by Don Harrison and Jennifer Conroy with assistance from the children and youth.

Facilities – Don Hawkins reported that 20 people worked together on Labor Day on the Playground and Arbor at the entrance of the building. Building permits are obtained. We are required to have a commercial builder for this 2nd portion of the project to cut the window out and install a door. Beth volunteered to follow up with a former business partner who is a general contractor to acquire information about the project since fellowship funds are low.

Food, Fun and Fellowship – Diane Gibson was not in attendance. No report available.

Membership Committee – Ed Farley, our board liaison, yielded the floor to the committee chair in attendance, Shar Farley. She has been diligently working on communicating with the current membership and contacting non-active members. We will have a total number by the next board meeting.

DRE Report – Beth discussed the on-going Coming of Age and Love Connects Us curriculum and that we are starting to move forward with some administrative record keeping in accordance with UUA's Best Practices recommendations. We now have field trip forms for the children and have had many activities (Service Project, Opportunity Place – Homeless Standown Donations; trip to Shoal River Sanctuary, etc.) that they have been participating in. Attendance was discussed and will be check on tablet by Beth that is passed on to Marion, our administrator. It was understood that this was turned in with the adult attendance but given the children come later, often after the beginning of the service and some just for 2nd hour, the attendance may not be accurately reflected in reports.

DRE Search Report – Jane Park was a guest and reported that the DRE Search Committee was meeting Wednesday and would have a report on search activity after that time.

CMC Report – Jane Montgomery reported that the CMC would like to dissolve itself and be reorganized as suggested by Connie Goodbread. They have been looking at several model for example that align with the UUA processes and best practices. A guest stepped up and wanted to discuss various Robert's Rules of Order during her report and it was noted that this was not applicable to this report. The CMC is inactive at this time and has been charged with finding a model that uses "UUA Best Practices" for handling congregational conflicts and concerns. Jane stated that there wasn't anyone willing to serve and therefore, no committee exists.

Minister's Report – Reverend Rod reported that he has been looking at various models of "Best Practice" as well to assist the CMC with these responsibilities. The Caring Circle e-mail address (caringcircle@uufec.com) was discussed and the fact that this group/committee was handling their issues via electronic communication as well. A congregant voiced concerns about the board truncating communications and they were referred to the Communications Committee.

During the Minister's Report, several guests became verbal about issues. Addressed at this time were: electronic communications and using 3x5 cards for members who don't use computers to communicate, and a request was made for a list of the Caring Circle members (Rod answered the question).

Reverend Rod also discussed a telephone call he received from a Chaplain at Eglin who was inquiring about our acceptance of LGBT members and if we were open to them. The playground and gate installation was also discussed briefly again.

Endowment Committee Report – address above as outlined under Congregational meeting Agenda item.

Communications Committee – Beth, board liaison, deferred to Miriam since she was in attendance. Advertising is on the table. Need decisions on this and she would like to submit this for review and we will make a decision by the next Communication meeting. The board will work with the committee and get approval on these items.

President's Report – Action item, revoke Gary's membership, Don Hawkins made motion and Amanda seconded. , Karen, Amanda, Kathy, Rece, Josh voted Yay, and Ed and Beth abstained. Motion passed to revoke Gary's membership.

Karen brought up a complaint from Micah Krider against Richard Ryan for Disruptive Behavior. Ed read part of the disruptive behavior policy that pertains to this issue. The Board agreed to table this discussion until Micah was here to present the complaint himself.

Brunings Concerns – Debbie and Darrell discussed the problems and the charges made by them against the minister. Rece Hawley made a motion to review the charges and Kathy attempted to second it, but was usurped by more discussion and it was pointed out that UUA Ethics Committee handles the complaints about the ministry and the Board is limited in its authority as this is a review of oneself (as a part of the ministry) and would be an obvious conflict of interest in and of itself.

There was a lot of discussion about the Bruning's allegations and how these were to be addressed. Due to the aggressive demeanor and the inability to follow Roberts Rules of Order in the meeting by some of the guests, much discussion took place again and this was entertained for over thirty minutes with some inappropriate allegations. A suggestion was made about a "Right Relations Task Force" formation and a guest discussed this procedure. Judy made a recommendation to the board that Rod put forward three people and the Brunning's do the same for a task force.

Another guest mentioned apologies so a board member stood up and apologized for the Board and any wrongdoing that the Bruning's or any other congregants felt were committed. The Board Member emphasized that we are a loving community and we were all there for each other in love and right relations and the anger and disrespect was in direct conflict with our principles.

Darrell insisted that the board review the charges against the minister (not the ministry) and stated we had a legitimate and moral responsibility and obligation to act on this complaint. Josh stated that he didn't know exactly why information was withheld from the board for so long, but assumed some were being confidential and trying to protect the people involved and they thought the UUA would be better equipped to handle such a serious issue. Josh apologized to the Brunings and said whatever actions the board was taking regarding their family's crisis should have been shared openly with them. Debbie stated

that she wants the board to make a recommendation and motion on Judy's recommendation. Several board members and guest had already left the meeting and there was not a quorum to make a decision so the meeting was adjourned.

Board adjourned the meeting at 10:00 pm.