

1 UUFEC Board Meeting 21 April 2014

2 Convened by: Jane Park, President

3 Attendees: Jane Park, Jane Montgomery, Kathy Roniger, John Drury, Karen Lauer, Don Hawkins, Rod
4 Debs, Rece Howley, Jennifer Conroy; Miriam Williams; Beth Reindl; Jennifer Conroy

5 Absent: Josh Ashley

6 Other Attendees: Chris Larson, Denny Lauer, Dar Kayuha, Stiles Thompson

7 *Opening remarks:* Jane Park, St. Francis Prayer

8 AGENDA REVIEW: Jane Park noted that the priorities are to make meeting short and focus only on top
9 priority items

10 *MINUTES REVIEW:*

11 Clarification in 2-4 of the proposed bylaw changes. Denny Lauer clarified that there is only a
12 “membership list” and no official “friends list”. **Jennifer Conroy moved to accept minutes as amended,**
13 **Rece Howley seconded. Unanimous minus president. Minutes accepted.**

14 *COMMITTEE REPORTS:*

15 Facilities Report: Building has sometimes not been secured by the last person out. Safety, vandalism,
16 theft are issues. Often the last person out does not have a key. Refer to facilities committee to solve
17 the problem via the Facilities liaison, Don Hawkins.

18 Food Fun and Fellowship: Jan Mullins offered to take place of committee chair. Rece Howley will let her
19 know other information. Beth Reindl will follow up with Jan Mullins on how the funds raised were or
20 will be deposited to the fellowship.

21 Membership committee: no additional news

22 Religious Exploration: Playground work day; Youth are going to be planting a garden; mural in the
23 nursery, RE is working with Religious Services on story for all ages.

24 Religious Services: Karen Lauer expressed desire to see a plan for the next three months in light of the
25 minister’s resignation.... Kathy Roniger said she would relay to Chris Larson, who said it was received.

26 MINISTER’S REPORT. Rod Debs explains ethics policies and best practices with the need and expectation
27 that the old minister begin to disengage from the congregation in order to make welcoming room for
28 the new minister to establish himself/herself with the new congregation. Going to do his best to ensure
29 the follow on minister has room to build pastoral relationships.

30 Karen Lauer: interim minister Reverend Phillips and Harold Hawkins are the only precedents for the
31 church. How do we adjust to the new situation.

32 Rod Debs: best practice is to let the auxiliary minister defer to the prerogative of the current minister.

33 Don Hawkins: this is a long standing ethical issue with the UUA. Often happens and frequently.

34 Jane Montgomery: so in the interim what do we do?

35 Rod Debs says he will honor one-time event obligations, and other ongoing support such as hospital care
36 should be handed off.

37 Kathy Roniger requested a list of people who are receiving pastoral care. Rod Debs referred her to the
38 online pastoral care list. Kathy Roniger asked if there is a checklist for success of pastoral care, handing
39 over the congregation. Rod Debs says no.

40 John Drury: because Karen Lauer made a generous donation to Rod Debs and we made a note of it, do
41 we need to withhold taxes and social security? Jane Park says refer it to finance committee via
42 treasurer. Board concurred congregationally approved actions cannot be changed.

43 Line item: transitional expenses, sent to Rod and not to pay social security issues.

44 TREASURER'S REPORT

45 Profit and loss issue. The disposition of Hank Rudolph's gift/donation is not yet resolved. Losses were
46 taken care of out of CDs in savings.

47 Treasurer asked to show expenditures against the projected budget so we can see how we are over or
48 under budget on items for next month's board meeting. Actuals against budget can be done next year.
49 Spreadsheet and letter has been sent to every congregant.

50 Jennifer Conroy stated she would like to see a very detailed report. Beth Reindl said next month she will
51 show the same thing Ed has produced in the past (powerpoint display) and show the same display. Beth
52 Reindl said she will show actual versus budget of last year as well as budget versus actual for this year
53 and. "Current year actuals and current year budget;" pledge income and how we plan to use it that
54 year, details and how to use it as well as experts who can explain what things mean.

55 MINISTERIAL PENSION PLAN: asked two finance members to look into it. Don Hawkins. Noted the
56 check in. Retirement plan that we currently have has changed, so we simply need to adopt a motion to
57 accept it. We can't change it ourselves. Small percentages can be changed in about 8-9 different areas
58 of the plan, but that's it. It needs to be implemented by 1 July 2014. We can do it by 1 May 2014.
59 Depends on when we want to implement it.

60 The plan changed because of federal law requirements, best practices. It gives UUA board greater
61 flexibility in what to do with the plan.

62 Don Hawkins reviewed points of the retirement plan

63 Can match optionally and choose the amount. Employer match is recommended at 10% per ethical
64 guidelines.

65 Jane Montgomery: how does this fit in the budget that we've already adopted.

66 Don Hawkins stated the contribution we've currently done for Rod is the same as it has been before. He
67 noted the employee matching such as 15% example has to be extended to all employees and that the
68 minister can increase the amount docked from his pay to go into his retirement.

69 Rod Debs stated that per contract, the minister and board can reshuffle money as needed.

70 **Motion 2014. Restatement of UU Organizations Retirement Plan: Miriam Williams read the plan.**

71 **Don Hawkins moved to accept the plan as read. Beth Reindl seconded.**

72 DISCUSSION: Karen Lauer spoke in favor of the plan saying that this affects all employers, benefits
73 church to have staff covered and be able to advertise as such

74 **Vote: All in favor, president abstained. Motion passed.**

75 Jane Montgomery stated that she mailed to 5 members and emailed to all other UUFEK members the
76 proposed budget and by-law changes.

77 Josh Ashley stated that he, Kathy Roniger, and Karen Lauer are on the nominating committee, and
78 stated the notice for candidate recruitment six months prior to the elections.

79 FUTURE MINISTERIAL LEADERSHIP: Rod Debs excused himself from the discussion. Jane Park briefed
80 the Board on the different phases and options to pursue for future ministerial leadership:

81 Phase I, acknowledges ministerial needs and formal ministerial announcements.

82 Phase II is the future: board is the entity that approves the next step. President's perspective:
83 encourages board members to review the many UUA guidelines online to go into transitional leadership.
84 Exceptionally rare to immediately take on a new called minister. Soul searching on congregational
85 identity and desires.

86 **OPTION 1: DEVELOPMENTAL**

87 Church identifies needs and goals to pursue. UUA tries to match us with a developmental minister who
88 can help us develop those needs.

89 Discussion followed, clarifying that if UUFEK chooses the developmental route, we can choose to call
90 that minister, which is not an option with an interim minister.

91 we can offer the level of employment we can afford (2/3 time is an option to present) 2/3 may be
92 doable, 1/2 time not likely, and of course 3/4 time is even better.

93 **OPTION 2: INTERIM:**

94 Interim ministers are more trained, stay 1-2 years. 3 years exceptionally rare.

95 We can offer the level of employment we can afford (2/3 time is an option to present) 2/3 may be
96 doable, ½ time not likely, and of course ¾ time is even better.

97 OPTION 3: INTERIM TO DEVELOPMENTAL HYBRID.

98 Discussion: Will place notifications online and in president's corner to let congregation know of meeting
99 and options to mull over. September 1st is an early start date for a minister and is likely not an option

100 Denny Lauer: liaisons can give feedback from committees to see how minister, non minister options
101 would affect the committees.

102 OPTION 4: YEAR LONG CONGREGATIONAL CONVERSTATION WITH A FACILITATOR

103 Need to take a year to figure things out, maybe get UUA help.

104 Karen Lauer stated she was planning a going away party for Rod and Jenette Debs and solicited pictures
105 for a slideshow.

106 Meeting adjourned. Next meeting to be held May 21st 2014