

1 UUFEC Executive Session and Board Meeting Minutes 14 July 2014

2 ***EXECUTIVE SESSION***

3 In attendance: Jane Montgomery, Don Hawkins, John Drury, Kathy Roniger, Rece Howley, Beth Reindl,
4 Jen Conroy, Josh Ashley, Karen Lauer.

5 **Jane Montgomery: Move to put on the agenda to review Disruptive Behavior Policy in its entirety to
6 determine if it was properly followed when invoked against Darrell Bruning and the way it was used
7 to see if it was used fairly for Darrell Bruning. John Drury seconded.**

8 **Vote: 4 in favor; 6 against; motion failed.**

9 Jane Park excused herself from the Executive Session in discussion for Committee on Ministry.
10 Many have suggested she appoint Gil Brown, her husband, and she did not want any concerns
11 about there being a conflict of interest.

12 DISCUSSION: The UUFEC bylaws were reviewed: the bylaws state that the entire board selects
13 all COM members, so no decision was made on the issue.

14

15 **BOARD SESSION**

16 In attendance: Jane Park, Jane Montgomery, Don Hawkins, John Drury, Kathy Roniger, Rece Howley,
17 Beth Reindl, Jen Conroy, Josh Ashley, Karen Lauer,

18 Other attendees: Deborah Baker-Rian, Don Harrison, Denny Lauer, Dar Kayuha, Chris Larson

19 Check-In

20 Review of Minutes – 1 April Special Budget Meeting; 21 April 2014 Board Meeting; 27 April 2014
21 Congregational Meeting; 19 May 2014 Board Meeting; 1 June Board Meeting.

22 **Miriam Williams moved to accept April, May, and 1 June Board Meeting minutes as amended; Kathy
23 Roniger seconded. President abstained; all others in favor. Motion carried.**

24 Jane Park made an executive decision to cover other minutes at the next meeting for the sake of
25 expediency.

26 Jane Montgomery volunteered to send a thank you note to Ellen and John Holt on behalf of the board
27 for donating the play equipment.

28 **COMMITTEE REPORTS**

29 Fun, Food and Fellowship report: as reported

1 Finance: Gifts that go to memorial bricks fund will go to savings and will be a separate line item.

2 Jane Montgomery inquired about 10% deduction that had been made to staff salaries due to financial
3 problems.

4 **Josh Ashley moved the board ask the finance committee to consider reinstating full pay for all staff**
5 **members, Jane Montgomery seconded.**

6 DISCUSSION: Karen Lauer – does finance committee do legwork on where these funds will come from;
7 Jane Park said yes.

8 **All in favor: president abstained, motion passed**

9 John Drury: how do we ensure \$200 for sound system? Beth Reindl, when was the money donated?
10 John Drury said donor had given donations a few times. Beth Reindl said that unallocated funds go back
11 into common coffers, but they can be tracked by date of donation if you can identify them. Don
12 Hawkins stated those records should be in Quickbooks. Jane Park asked if this should go to finance or
13 facility committee.

14 Jane Montgomery asked how we identify playground monies.

15 Finance committee: amend report to read, “due to a miscommunication,.....”

16 Membership Committee: nothing additional

17 RE: nothing additional

18 Religious Services: Kathy Roniger suggested that all board members consider going through service
19 leadership training. John Drury asked how often do service leaders need to go through retraining. Chris
20 Larson stated annually is the goal.

21 Treasurer’s Report: Don Hawkins will serve as temporary finance committee chair while Elizabeth
22 Ashley goes on maternity leave from work and volunteer duties.

23 Don Hawkins: First paragraph needs to note that it reflects the endowment fund, and that the FNBT
24 balances are operational funds.

25 Financial Report: overall an increase in projected funds versus what was anticipated; spending is in line
26 with projected expenses.

27 John Drury noted discrepancy in donations. Beth Reindl noted it was likely a discrepancy in
28 reconciliation of statements. The disposition of \$4510 from “dues/income” was questioned. Beth
29 Reindl stated it should be under special gifts, and the monies owed the Debs should be accounted for
30 appropriately as well.

31 NEW BUSINESS

1 Jane Park said she would like to consider a short retreat for latter-year board goals.

2 Board members reported their impressions of congregational input and mood from the small
3 gatherings. Many suggested that at a next small group meeting that groups are divided more evenly
4 and that personalities are better “mixed” so that congregants can hear the many different interests
5 represented by other members. Josh Ashley suggested a regroup immediately after the small group
6 discussions to cover items. Beth Reindl noted how well she thought the discussions went in her groups
7 and others. Jane Montgomery suggested doing additional small group discussions throughout the fall.

8 **The board asked committee chairpersons for input at the level of group organizers and leadership.**

9 RELIGIOUS EXPLORATION: Don Harrison.

10 From RE perspective, lots of things to consider. Faith development is very important in RE because it’s
11 what keep parents here. Kids often are the ones who bring their parents back. Leadership gap: DRE
12 reports to the minister, something to consider if you don’t have a minister.... Don’t have an HR
13 committee. Personally I think we may need to do some healing, but the gap without the minister in
14 relation to RE is something that is very difficult to work with. Without a minister, we need to put
15 something together to reconcile the DRE chain of command/supervision. Don’t wait too long.... To put a
16 number on it, no more than six to eight months. Need some assistance in the congregational healing.

17 RELIGIOUS SERVICES: Chris Larson:

18 ...the sooner [we get a minister] the better. Having a minister gives the UUFECC more credibility with
19 guests, seeing the leadership structure, stability. A prompt but short contract would be preferable to
20 ensure we are not stuck with a bad fit. I think the congregation needs to focus on spiritual guidance and
21 healing, as well as membership development (quality and numbers), and thus we need to pick a minister
22 who can facilitate in these areas.

23 MEMBERSHIP: Denny Lauer

24 UUFECC will suffer if we wait too long without professional religious leadership.

25 AESTHETICS: Fred Boyer (via email that Jane Park read aloud)

26 How to make the church visually and emotionally appealing, need a minister.

27 Board of Trustees Perspectives:

28 Josh Ashley stated a desire for a 2/3 time minister, and not just for finances. Some members stated they
29 wanted more lay leadership and/or guidance of a minister with some lay leadership. Called priests don’t
30 stay more than six years in the Catholic Church: perhaps we could consider a similar situation.

31 Kathy Roniger and Jane Montgomery stated that their group wanted no minister before the end of the
32 year.

1 Jane Montgomery inquired on how to accomplish review process for an interim minister. Board
2 discussion concluded we should ensure that review process is written into the contract.

3 Don Hawkins stated that we have only one or two candidates from whom to choose, let's get a minister
4 here ASAP and if it doesn't work out, we know that and we move along to number next minister.

5 Karen Lauer stated we should perform a review process for the minister and for the church as a whole
6 to determine whether we work well as a congregation, as a board, and the like; we didn't have things in
7 place to work well with the minister, and it is important to get both done. She seconded Don Hawkin's
8 opinion on choosing a minister soon and moving on if necessary after a review.

9 Karen Lauer also suggested accomplishing a second gathering to encourage members to serve and get
10 more involved.

11 Jane Park: Committee Fair might be co-opted for this purposes.

12 **Jen Conroy moved that the board begin consideration of the ministerial candidate to function as an**
13 **interim minister at 2/3 time. Josh Ashley seconded Jen Conroy's motion.**

14 DISCUSSION: Don Hawkins stated if it doesn't appear to be a successful match that we move to the
15 healing exercises /paid programs; it would make good use of our time towards healing, it would take the
16 burden off of RS committee, and get the congregation out of its "holding pattern."

17 Jane Montgomery asked if all candidates must come out of UUA and if ministers such as Sarah Shirley
18 could be available. Jane Montgomery suggested a January start.

19 Beth Reindl clarified that the motion is to look at the un-named candidate that is available, and that we
20 are not committing to any timeline or deadline.

21 **Vote: All in favor with president abstaining. Motion carried.**

22 Jane Park stated she would distribute a hard copy form of the minister's packet for review and
23 discussion at the next board meeting in executive session, if all board members could agree to keep the
24 information confidential. All board members indicated that they would agree to keep the information
25 confidential

26 Jane Park stated she would put the Committee on Ministry on the August 2014 Board Meeting's agenda,
27 and plan for a three-hour Saturday morning mini-retreat to look at priorities for the rest of the year.

28 Meeting adjourned, next meeting scheduled at 18 August 2014.

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