

Unitarian Universalist Fellowship of the Emerald Coast

Board of Trustees

Minutes 15 June 2015

Attendees: Jane Park, Stiles Thompson, Miriam Williams, Shirley Boughton, John Drury, Jennifer Conroy, Rece Howley, Loren Boyer,

(absent: Karen Lauer, Don Hawkins, Dave Abraham)

Other attendees: Karen Matteson, Patti Abraham, Gil Brown

Jane Park called the meeting to order 18:30, attendees accomplished check-in.

Reviewed Covenant of Right Relations adopted in 2013 and affirmed in 2014 for consideration and adoption by the Board of Trustees of 2015. Board noted that future revisions need to reference Board of Trustees.

Miriam Williams moved to re-adopt the UUFECC Board of Directors' Covenant of Right Relations 2013 for the UUFECC Board of Trustees' Covenant of Right Relations 2015.

Jennifer Conroy seconded. *Vote: All in favor, no abstentions. Motion passed.*

President stated that the Board has adopted the Covenant and it applies to the Board, but not yet the Congregation.

Committee on Ministry members Gil Brown and Patti Abraham presented a report to discuss their mission and recent findings and recommendations as presented May 2015.

Gil Brown spoke to the Board IRT Committee on Ministry's mission. He emphasized it is not a decision making body; the COM offers advice and appreciative inquiry, offering helpful tools, education to foster healthy relations among members and fellowship entities as well as monitor progress of UUFECC goals.

John Drury suggested publishing pamphlets to ensure congregation has the same information on COM. Patti Abraham stated that new members do get packets but was not sure if COM information was included.

COM then clarified on its three main advisement actions made to the Board: 1) Advise board to make a congregational covenant of right relations; 2) Suggest improvements to the Disruptive Behavioral Policy, and 3) Advise Mr. Bruning of any changes that are made.

Discussion #1: Miriam Williams suggested bringing it up to a vote to the Congregation in November. Jen Conroy and Karen Matteson expressed concern that the Congregation wouldn't have adequate opportunities for feedback and thus not have the required buy-in, suggested creating an additional ad-hoc committee to cover these concerns. John Drury and Miriam

Williams suggested the Board could serve as the committee since Congregants voted for board members to represent the church's best interests. Patti Abraham, Jen Conroy and Karen Matteson said buy-in would be an issue without adequate feedback and a committee could accomplish that. Miriam Williams suggested the Board serve in the function of the desired committee but take in and solicit the feedback and input of the congregation. Board considered second hours, time meetings and simple emails for a variety of input options. By consensus the Board agreed to have Board volunteers handle this project.

Shirley Boughton, Loren Boyer and Miriam Williams will meet with Jane Park to set up a timeline for congregational input, drafting a Congregational Covenant, presentation for consideration, and a vote.

#2a) Gil Brown and Patti Abraham reviewed the "Policy Regarding Disruptive Behavior." Per COM it appears there are discrepancies in interpretation on how to execute the policy correctly with unclear direction and multiple reasonable ways to interpret a single directive. Appeals processes didn't appear clear for the situation. Patti Abraham suggested changing the name from "Policy Regarding Disruptive Behavior." COM declined drafting a new policy due to time constraints.

Jennifer Conroy and Stiles Thompson volunteered to draft a revision to the current Disruptive Behavior Policy for future Board consideration.

#2b) COM thinks that those who were subject to the policy should be informed that new policy is being considered.

Shirley Boughton moved to table item #2b) until we have made a decision on item #2a). John Drury seconded. President abstained, all others in favor. Motion Passed.

Interim Ministry: Board expressed positive commentary for Karen Matteson's progress and work in the ministry.

MINISTER'S REPORT

Board reviewed comments from Internal Ministry Assessment questionnaire:

In Regards "To Claiming and honoring past"... comments indicated we are lagging or satisfactory, and that maybe we are claiming a past that we didn't have. How can we do a better job in the months that we have to go?

In Regards To "Engaged and acknowledged our griefs and conflicts:" Positive feedback on 14 June 2015's second hour event, Board would like to repeat it.

In Regards To "Congregation recognizes unique identity, strengths, challenges:" Rev. Karen desires in depth responses on why people choose to return to this place.

In Regards To “Congregation has excellent understanding of leadership roles:” Responses varied from positive to negative. Rev. Matteson stated she thinks we are lagging. Structure is visible, leadership/accomplishments are not as visible.

In Regards To “Nurture new leadership.” Lagging. Group suggested leadership courses held at The Mountain in July, one week long, as well as a President’s convocation.

In Regards To “Makes appropriate use of outside resources”. Not a large denominational awareness.

In Regards to “Zest” The Summer lull is here. People are ready to receive direction, but we still have low Sunday attendance and low pledge drives. Ask congregants and potential members, “Why do you come?” and make that “why” happen. Make church more joyful.

For ministerial leadership after 1 January 2015: Panama City is considering the possibility of a minister. Board considered collaborating to compensate a minister to serve both congregations on a part time basis. Maggie Lovins mentioned possibility to minister. \$48,000 needed for this.

Suggested changes to better align Board service year, church year and fiscal year. This would give Board more time, better momentum to accomplish more.

RE REPORT: Jen Conroy: Don Harrison tendered his resignation from RE chair.

FACILITIES REPORT: Fred Boyer stated Neighbor who purchased the A Frame neighbor has opened a business and is using our driveway as an easement. She has not come to ask. Board agreed UUFEC needs to assert property rights, Fred would like to send a letter. Board was supportive.

Meeting Adjourned.