

UUCM Board Meeting
Tuesday, September 20, 2016

In attendance were Reverend Justin Osterman, President Michael Mernin, Vice President Sue Rauffer, Treasurer Dennis Kurtti, Secretary Sheila Eby, Associate Minister Judy Tomlinson and Trustees Jim Abramson, Doug Andrews, Paul Black, Ellen Fenster-Kuehl, Steven Mintz and Mary Moriarty.

The meeting was called to order at 7:30 PM. Mary Moriarty requested a change to August board minutes regarding Orange. Edited text reflects the board's observation that the UUCM lacks a policy to make the kind of donation Orange requests. The board adopted the minutes with suggested amendments.

Thank you notes were prepared for Steve Crooks, Becky Doggett, Laura Kushner and Samson Elijah. Sue Rauffer will thank MESH personally for its help at UUville.

President's Report

- A congregant reported feeling the board was not listening to him/her. If you hear concerns about board responsiveness, please let Mike, Judy or Justin know quickly.
- Justin said congregants should be encouraged to deal directly with people with whom they have an issue. Board members can help people express their grievances but should not be drawn into emotional triangles. Suggested dialogue will be sent to all of us.

Interim Minister's Comments

- Justin and Judy pledged to provide the board with their reports for the monthly meetings as part of the Board packet the Friday before each Tuesday session.
- New timing will allow us to read and digest the material over the weekend.
- Sixteen visitors have attended services since our last board meeting – a good start. Membership classes will begin in a number of weeks.

Associate Minister's Report, Judy Tomlinson

- 101 kids are registered in RE; 28 more attended class. Staffing is best ever.

Ministerial Committee, David Bessey

- We offered a workshop last Sunday and got good turnout, 65 to 70 congregants.
- Three questions were addressed: What does a vital congregation look like? What is the purpose of UUCM? What are you afraid of losing, if anything? The congregation feels very engaged with many opportunities for feedback.
- Oct 9, Justin will host a discussion about the Orange Church.
- Oct 15, through Beyond Categorical Thinking, we'll open ourselves up to different kinds of ministers.

Ministerial Search Committee Update, Nancy Felix

- The committee's survey drew 190 responses (55 percent of the congregation); searchlight meetings are now diving into the results.
- We're following the UUA process, using its Transitions Office director to affect Beyond Categorical Thinking. He will preach the weekend of October 15.
- At your December meeting we'll report in depth on results, and share ideas on how to present them to the congregation. We need your help and will report at every board meeting.

Treasurer's Report, Dennis Kurtti

- The finance committee is working next week on staffing. Financial implications are significant.

- We gave Ed Martoglio sole authority to approve and fund repairs.
- We are standardizing the way MESH and other committees report their finances.
- Year to date, we're where we said we wanted to be.

Negotiating Team Report Discussion and Tasking

- We need to sign off on the ministerial packet in October. That requires decisions. Will the new minister be CEO or chief of staff? What is the maximum salary? What about benefits? Will they be out of sync with other staff members? If so, we better be thoughtful about it
- Sue, Steve and Mary volunteered to closely examine the contract Denise presented, ensuring the final document is sound, clear and straightforward.

Board Retreat – Location and Preview

- Draft agenda distributed; place TBD

RE Staffing Discussion

- Judy, whose role as Associate Minister is unique in UU congregations, is departing. Candidates need to know how we will address the gap her absence leaves.
- Hired as minister of religious education in 2000, she served for 10 years, her role expanding in several new directions. After the recession, Judy became Associate Minister. (Additional people were hired as well. Compensation now totals approximately \$133K for all RE staff – minister, RE Coordinator, Senior Youth Coordinator and childcare providers.
- Ministers of RE are no longer being credentialed by the Unitarian Universalist Association. But there are lay RE educators.
- Sue Rauffer moved to go into executive session; Mary seconded the motion.
- Sue moved we come out of executive session; Sheila seconded that motion.

Facilities Repair Budgeting Discussion

- Repairs and supplies ran over budget the last three years. Several people were authorizing work in an uncoordinated fashion. Ed Martoglio will now authorize all Building Repair and Maintenance expenses.

Process Observation, Dottie

- Really good job -- bringing closure to the issue of Orange, showing respect for each other. Our discussion of people who don't feel they're heard – good observations.

Adjournment

- Dottie moved to adjourn; Ellen seconded.