

## **UUFM BOARD MEETING MINUTES**

January 13, 2015

Due to a lengthy agenda, an extended meeting of the Board was held on January 13, 2015. Members convened at 6:00 to share a pot uck dinner while beginning the meeting.

Members present were: Kathleen Tanona, Chair; Katie Kingery-Page, Chair Elect; Nathan Alban, Treasurer; Mark Clarke, Member at Large; Jane Pelletier, Member at Large

Sandy Nelson DRE; Rev. Michael Nelson; Sue Turner, UUFM Administrator

Also those who finalized our Vision Statement: Drew Venum, Sylvia Beeman, and Molly McGaughey

Scott Tanona, Steward.

During dinner, members checked in. Sandy Nelson shared that Dave Colburn's mother is extremely ill and might be approaching the end of her life. The RE teachers have been advised that Sandy might need to be gone soon.

Minister's report Rev. Nelson lit the chalice. He reflected on how grateful he is for each person in attendance, mixed with a certain level of sadness. The past ten years have been the most fulfilling in his ministry.

DRE report: Matt and Jen Campbell are going to Nebraska soon to be trained as OWL facilitators. OWL will be targeting grades 4-7, not ages 4-7. There were 9 children in the Pre K class this past Sunday; 5 were first time attendees.

Treasurer's report: Nathan used his prepared document to explain that things are going as expected for this time of year. We need \$13,000 - \$17,000 to meet our expenses for this year. There are 3 possibilities to remedy the situation: could have a second pledge drive; could take from Endowment; could fold this amount into the "capital campaign" needed to fund a full time minister. Discussion will be held later in the meeting when this item comes forth.

Michael Oldfather has a concern that he brought to the Finance committee. The Music Committee did not foresee the need for \$700 for the I-70 Singers concert on April 11. Drew Venum suggested that monies not spent by the Program committee would balance this deficit. Nathan will advise Michael Oldfather not to be concerned about the unforeseen expenditure and to thank him for letting the Finance committee know of the situation.

Stewardship Report: Sott Tanona gave a presentation based on his prepared document: Financial Plan for a New Minister. To accommodate the budget shortfall which Nathan had previously addressed and to provide the additional salary funds that would be needed for a full-time minister, approximately \$45,000 dollars more each year will be needed for the coming three years. Of the 4 scenarios detailed in the document, Scott advised using mixed sources of income as presented in scenario 3; scenario 2 would be even more ideal, but probably not as realistic a goal.

Scott Tanona will present the options at Sunday's meeting using a simplified form of the Financial Plan document that the Board considered tonight. Michael Nelson suggested that the presentation should include what would happen if we don't take a risk. Research shows that the congregations that are growing are the ones that are planning for the future.

Sue Turner expressed concern that having a full-time minister will result in the need for additional time for her position. Katie offered that part of the Developmental Minister's job might be to help us find ways to fund additional hours for staff. Kathleen added that we should hold further discussion until a new minister has been hired.

Nathan moved that Board should recommend to the Fellowship that we seek to find a Developmental Minister and transition from having a part-time minister to having a full time minister. Katie seconded the motion. All voted in favor.

Kathleen moved and seconded that we accept the December minutes as amended. All voted in favor.

Nathan moved that the Board should approve a delay in putting into the UUCEF the funds that had been designated by the Board last year. Mark Clarke seconded the motion. All voted in favor.

Kathleen moved and Katie seconded that the Board recommend to the congregation at the January 18<sup>th</sup> congregational meeting that we hire a full time Developmental Minister and a willingness to spend a portion of our endowment.

Scott advised that the Board present a recommendation to the Fellowship on Sunday: move \$70,000 from our quasi-endowment into a separate savings fund to be used for this year and the next 3 years in pursuit of our ministerial goals. Kathleen so moved; Katie seconded. All voted in favor.

Report of those who drafted the Vision Statement: Molly McGaughey, Sylvia Beeman, and Drew Vennam reflected on the process for drafting the Vision Statement which the Fellowship approved on June 10, 2013. Close to 50 people participated in the Visioning

workshop. Following the visioning process, Molly, Drew, and Sylvia spent many concentrated hours distilling the essence from the workshop results. They came up with 6 statements: the first 3 seem to define who we are; the second 3 are more aspirational. Sylvia said that, as chair of the Grounds Committee, she interprets some words in the statements as applying to physical structures: e.g., haven, incubator; bridges. Molly suggested that the last 3 statements could be the goals for the Developmental Minister. Michael Nelson reported that he has used the statements in various ways: in services; chalice lighting's, etc. He added that we did not complete the Visioning process. We still need to develop a strategic plan to fulfill this vision.

The Board selected three goals for the Developmental Minister. These will be presented to the Fellowship at the Sunday meeting:

1. To assist the Fellowship in the transition to a full-time ministry model.
2. To assist the Fellowship in the development of a strategic plan to implement the 3 aspirational statements from the Vision Statement.
3. To assist the congregation in strengthening Social Action and Community presence

Kathleen has asked Marisa Larson and Scott Tanona to assist with the wording of the goals and other parts of the application for a Developmental Minister search. This application needs to be submitted to the appropriate offices of UUA very soon.

Molly recommended, based upon her experiences at work, that qualities to look for in a Developmental Minister are: (1) an effective and influential communicator; (2) strategic and analytic strengths; (3) ability to execute ideas.

The meeting adjourned just before 9:00.

Respectfully submitted,

Jane Pelletier, substituting for Betty Banner