

## UUFM Board Meeting December 9, 2014

### Minutes

The regularly scheduled meeting of the Board was held on December 9, 2014

Members present were:

Kathleen Tanona, Chair

Katie Kingery Page, Chair Elect

Nathan Albin, Treasurer

Mark Clarke, Member at Large

Jane Pelletier, Member at Large

Sandy Nelson, DRE

Rev. Michael Nelson

Sue Turner, UUFM Administrator

Betty Banner, Secretary

The meeting began with check-in by all attendees. This was followed by the chalice lighting and a reading by Rev. Nelson of a poem by Mary Oliver.

The minutes of the November Board meeting were approved as written and distributed. Motion to approve by Jane Pelletier and seconded by Nathan Albin.

#### Minister's Report:

Rev. Nelson elaborated on his written report, the text of which is at the end of the minutes, with the following observations:

\*this is the 10<sup>th</sup> anniversary of his tenure at UUFM; the community is more accepting and we have good collaborative efforts.

\* now the Board needs to address what has gone well and what needs more energy, i.e. how can we dream big and stretch but not break

\* the discussions about ministerial change have been very positive

\*we are seeing more new people walk in the door

\*Council of Committee meetings reveal how much people do; one attendee remarked that "we don't need to do more – we do a lot" --- the question is how do we get the word out about what we do?

#### DRE Report

In addition to the written report Sandy stated that we will have OWL Classes for 4-7 yr old children. The dates are not yet firm. Also teachers are needed for the 7-9<sup>th</sup> grade OWL classes. A female teacher is definitely needed.

Faith Journeys Programming: The January 11 service will be presented by members of the Board. Rev. Nelson will convene. The theme will be "Why I Serve"

#### Ministerial Transition Update:

Kathleen T. has met with approximately 50 members in small groups and she will continue to try to have more groups. Generally the participants have been supportive of seeking a full-time minister but have also expressed concerns about funding the position.

A congregational meeting will be held on January 25 following the regular service. A vote will be taken at this time to direct the search. There will be 2 issues:

1. The type of position we will seek – interim minister or developmental minister
2. The percent of time we will seek – ½ time; ¾ time or full time

We had hoped that Sarah Olgelsby, the newly called minister at UUFT, could come and speak at this meeting. It is not going to be possible. An effort will be made to see if she could write a brief article for our January newsletter providing information on the search process.

The time frame for completing our search packet and when we could hope to have someone hired was discussed. Goals need to be identified in order to complete the application packet. The January 2015 Board meeting will be a mini visioning session to help with this goal identification.

There was some discussion about making a video for the recruitment action. It was noted that such a video could also be put on our web site for public viewing. We watched the video produced by the Manhattan Congregational (UCC) Church for their recent minister recruitment. No details of cost, production requirements or production time were known. This will need to be explored.

#### Personnel Manual Update:

Kathleen Oldfather presented the revisions to the personnel manual that were made based on the discussion and written feedback in November. The rest of the proposed manual was discussed and some changes were made. Following the completion of the discussion/review of the total manual Katie Kingery-Page moved and Mark Clarke seconded that we accept the manual as finalized at this meeting. The motion passed by voice vote.

This concluded the meeting.

Respectfully submitted,

Betty Banner, Secretary

#### Minister's report submitted by email:

I have been working with this progressive fellowship for ten years as your minister. In this time there have been many positive changes. Today there is so much more happening within our community and so much more flows out of it into the larger community. I am immensely grateful for how we have been able to open up the space for a wider spectrum of beliefs. In this way we model ways for the world to work for and attain a sustainable peace that promotes growth for people with a broad range of spiritual and civic sensibilities. We have been able through an increasing willingness to celebrate this diversity to grasp more fully the potential that waits to be made active.

A collaborative spirit will lead the way into realizing a vision that more whole heartedly affirms life and in a critical sense, saves lives. The mission to help one another and others to have the opportunities to maximize their sense of self-worth is noble. My hope is that in this next cycle of growth there will be an increased dedication to focusing our energies on becoming an ever brighter and more welcoming beacon of hope that leads to positive change.

When we dream small, think in only practical terms, only doing a bit here and there, we will achieve small results. What are the hard to detect patterns which minimize our potential? As with anything of true significance, it starts with who you are and how you increase the dynamic flow of energy, and how you diminish it. Fear is a big obstacle to qualitative growth. How we engage with one another determines how much we are capable of. What are the ways you think and act that empower yourself and others?

What are the ways as leaders that you help to encourage others and what habits do you have that shut people down? Self-reflection is essential to seeing how we engage in power that helps to change the world for the better, maintains the status quo, or in fact creates oppression. Each of us is a mix of qualities that simulate and inspire and those that maintain a deadening silence.

This is a great board. Each of you contributes a lot to the building the healthy momentum we are currently experiencing. Remember it is easy to criticize, but often we forget to be grateful, offer praise and true encouragement. Please take the time and energy to foster vitality within and without. Let us be thankful for the good work that we are doing, but also continue to find the ways we need to be increasingly adaptable so that we can take the right risks for the right reasons. This is good work. Let us acknowledge this and get on with doing more!

## DRE Report:

### **Communication/Outreach**

- web
- weekly email
- general email
- Newsletter
- AWed (lovely social in Dec)
- New family

### **Program development**

- Children's Conversation
- Fall classes – UU ism. Classes going well. All teachers are enjoying the kids very much.
- Family fun events – November 30 Jelly Beans & Stone Soup potluck; December 6 all church holiday craft day (≈20); January 24 winter dinner
- OWL planning
- Kids Help (Breadbasket, coats, ≈ \$50 to vote, MESI shopping)
- Parent discussion re: service projects

### **Fellowship Participation**

- AWed
- Parent Night Out – (received thanks)
- Nov 30: Jelly Beans... intergenerational service (a good time was had by all).
- Craft sale

### **Goals**

communication  
visibility  
participation  
intergenerational interactions  
diversity and quality  
general confidence