Minutes of Specially Called BOD Meeting of TCUUC: May11, 2016, 10:00 AM

1. A special meeting was held to received the report of the Ministerial Search Committee and to consider its recommendation. Board President Susan Hemmer called the Special meeting to order at 10:00 AM.

   In attendance:
   Susan Hemmer – President
   Bill Falk – Vice President
   Dixie Gray – Treasurer
   Ray Burdett – Secretary
   Lin Olson – Member at Large
   Linda Irvin – Member at Large
   Fred Dembowski – Member at Large
   Bruce Olson – Co-chair of Ministerial Search Committee

2. Minister Search Report: Bruce Olson reporting
   - The committee consists of Bruce, Barney, Jim Rickson, Jon Page and Lin Olson; Bruce and Barney are co-chairs
   - The committee had a conference call with Paul Johnson of Long Island Shelter Rock church, and he expressed an interest in a ½ time position. Based on his experience, references, a review of his written sermons, his expressed interest in the position, and this conference call, t**he committee recommended that we offer a ½ time ministerial position to Paul Johnson.** A discussion was then held among the Board members concerning the merits of making this offer. The following points were made and discussed:
     i. The Board was in agreement that it is critically important to hire a dynamic individual as our minister at this time, especially with the new building and the need to grow our membership and financial resources.
     ii. Discussion of the merits of offering Paul Johnson the position
        1. Qualifications: There is no doubt that he is well qualified for the position.
        2. Paul Johnson's interest: He is moving to Stuart, regardless of whether or not he becomes our minister. He is interested in a ½ time position and would be willing to commit to 2 years as our minister. He is open to a heavier load during the Florida "Season", and a lighter load during the off-season.
        3. ½ time versus ¾ time: The congregation may need to be more involved in Sunday services and other responsibilities with a ½ time minister. However it is important to hire a dynamic, experienced individual at this time.
     iii. Definition of a ½ time Position. We discussed how to define this ½ time position, and the need to come to a mutually acceptable agreement with Paul Johnson on what ½ time will mean.
        1. The UUA defines a ½ time position as a shared position between the congregation and the minister.
        2. The Board did not at this time have a concrete definition of a ½ time position to present to him, but we did agree on five key elements/tasks that were important to our congregation for the new minister to facilitate
           a. Dynamic Spiritual Leadership in the pulpit
           b. Growth of membership
           c. Development of Religious Education for Children (primarily)
           d. Development of a presence in the community
           e. Fund Raising/Legacy

3. There is $55,000 in the budget for a ¾ time minister. This would translate to a salary of $40,000 approximately for a ½ time minister.

3. **<u>Bill Falk made a motion to offer the position of ½ time minister to Paul Johnson. The motion was seconded and the Board unanimously approved this motion.</u>**
   - Bruce Olson, as the co-chair of the Ministerial Search Committee, was asked to contact him verbally to offer him the position
   - The Board will then offer him the position formally by letter. Dixie Gray will draft a letter of offer for the board's approval; the Board will meet after Church on May 15th to approve the letter.

4. Ray Burdett suggested that we could look at the other candidate, who is a Lieutenant in the Navy, as a potential "associate minister" or in some other capacity, to compliment Paul Johnson. This candidate is looking for experience with a congregation in order to become a Navy chaplain. Since it is possible that this candidate could be paid by the US Navy, Ray suggested that we perhaps look into this possibility.
   - **<u>The Board did not think this should be pursued at this time.</u>** Our primary aim should be to get Paul Johnson on board and this avenue may introduce unwanted complexity to his hiring. The Board suggested that this could be mentioned to Paul Johnson to get his interest after he is hired.
   - Bruce Olson will verbally contact this candidate to let him know that we are offering the position to another candidate. No mention of the possibility of a different type of part-time position will be made to him at this time.

5. . The meeting was adjournment was at 11:30 AM

Submitted by Ray Burdett, Secretary of the Board