

Minutes of Special Board Meeting June 17, 2016, 11:30 AM

A Special Board Meeting was called to consider the attached proposal, submitted to the Board by Viola Fairweather. This item was submitted to the Board for consideration at the regularly scheduled June 7th meeting, but it was not discussed at that time. The Board felt that we were remiss in not considering this proposal at that meeting, thus we held this special meeting for discussion of this proposal.

Present: Susan Hemmer, President
Dixie Gray, Treasurer
Ray Burdett, Secretary
Linda Irwin, Member at Large
Lin Olson, Member at Large
Bob MacDonald, Minister

Absent: Bill Falk, Vice President
Fred Dembowski, Member at Large

Discussion of the Proposal: The following points were made during the discussion:

- This proposal was not in response to a job description generated by the Board, but was generated by Vi Fairweather, who is interested in such a position within UUCTC. It was perhaps fortunate that the proposal was not discussed at the regularly scheduled meeting, since Vi was present at that meeting, and it is probably inappropriate to have a candidate for a position present at a meeting to discuss the position.
- We do not know at this time if we need someone in such a position. After we are operating with the new minister on board, we may be in a better position to determine our needs.
- The appropriateness of hiring of someone who is a member of the congregation:
 - There is nothing in the By-Laws to prohibit the hiring of someone from within the congregation
 - Our new minister, Paul Johnson, expressed the opinion that it is not a good idea to hire from within the congregation. As a Board, we are not bound by the opinion of the minister, but it is certainly important to consider his opinion, since a person in a position as described in this proposal would be working closely with the minister.
 - Vi Fairweather certainly contributes much to our congregation, and we are grateful for all her contributions. Many others of our congregation also contribute much time and expertise to UUCTC and are in positions with much responsibility, but are not paid for their efforts.

A Motion was made and seconded as follows: To defer any decision concerning this proposal to a later meeting, most likely in the fall, after the new minister, Paul Johnson, is on board and we all get a better sense of whether or not such a position is needed. This motion was passed unanimously.

Dixie Gray volunteered to explain to Vi Fairweather our decision to defer discussion of this proposal to a later date.

Meeting was adjourned at 12:00 PM.

Submitted by Ray Burdett, Secretary of the Board of Directors

A PROPOSAL TO BOARD OF DIRECTORS

To enhance and strengthen the continuity of church leadership as we prepare to enter our new building.

To hire an additional staff person.

The position could be titled Church Facilitator.

It will be a quarter time 10 hours a week position

1) In order to support CONSISTENCY IN THE PULPIT the position will involve responsibility for one sermon a month.

Date and topics would be worked out with Rev. Dr. Paul Johnson but possibilities might be:

Sept. 25th Transitions

Oct. 30th We Remember.....An opportunity to look at the fact that we are all dying...no one is getting out of this world alive...Doing the ritual begun last year of passing the chalice and remembering the names of those we have cherished most who are no longer with us.

November 13th or 20th Discovering the ABUNDANCE in our lives and expressing GRATITUDE.

Dec. 18th Making Peace with the Holidays....setting priorities

2) Because MEMBERSHIP GROWTH is our highest priority the Church Facilitator would assist the minister and congregation in the development and implementation of plans for membership growth and retention with emphasis on attracting new members.

3) With the minister , Lin Olson from Board of Directors and a Religious Education Committee (to be formed) **create and implement a syllabus for a life span religious education program.** Assist in the leadership of Adult Classes.

Personally lead the church school two Sundays a month.

The Church Facilitator agrees:

To begin work Sept.21.

To work toward the accomplishment of the key goals set forth above.

To adhere to the Code of Professional Practice as expressed by UUA.

The Church Facilitator will be hired by the Board of Directors but will be supervised by the Rev. Dr. Paul Johnson.

To meet regularly with minister.

The board agrees:

To an annual salary of \$12,000.to be prorated this year for time served.

To allow 4 weeks of vacation time and 4 weeks of study leave taken mid June through mid Aug.

In the event either party wishes to terminate a minimum of 60 days is required.

To have the Church Facilitator be an ex officio member of the Board without voting rights.

That the contract may be change with mutual agreement.