TCUUC Meeting on Committee Organization
12/6/2016

Attendance: Dixie, Linda, Lin, Susan
11:15 am

Dixie presented to the new board members a holistic overview of the current committee system and how they fit together. Board passed organizational plan 9/10/2015 (see training flow chart part 2 of 2)

Points that were emphasized:

- Originally-committees were of one; no accountability was required
- Goals, at least 3 people for every Committee; from Congregation
- Budget is what is important
- Board members shouldn't be the leadership of the committees; should be liaison but not the main person, only a worker bee
- Management by charter and goals. I.e. No results....., no money
- Board is the business of the Church, Not the worship part in the pulpit
- Board function is policy making not emotional decisions. Board members have the right to write policy.
- Board should not micromanage

Other discussion concerning committees:

- Investment Advisory Committee...Raymond James (we have a rep at that company via branch office at our bank). Now endowment monies coming in so that committee needs to grow in numbers. See sheets. (Will send this as flow chart part 2 of 2)
- Discussion on when to do a table/chairperson/signup sheets Meeting to get people to sign up! Talk about each committee and it's function. Recruitment.
- Jan. Request for budget money!
- Strategic planning is needed for snowbirds. Making them feel needed here! How to attract them? Recharging them when they return! How?
- Thought. Different summer programming for those who are not snowbirds!
- Different summer programs for retirees!
- Thought. Marketing assessment needed!

Minutes compiled by Lin Olson and Submitted by Ray Burdett

Minutes of BOD Meeting of TCUUC 12-6-2016

Present: Paul Johnson, Minister
Susan Hemmer, President
Bill Falk, Vice President
Dixie Gray, Treasurer
Ray Burdett, Secretary (arrived late, Linda Irvin took notes initially)
Linda Irvin, Member at large
Lin Olson, Member at large
Fred Dembowski, Member at large

Meeting was called to order at 1:15

Ministers Report:

- Religious Education
  - Paul requested that we form an adult religious education committee and asked for names of any potential members
  - On January 3 (next BOD meeting), Randy Becker, a UU minister from Key West with much RE experience, will talk to us about RE
  - Bill mentioned that we have families with approximately 6 children who have been coming to services regularly
  - Susan asked about "activity kits" for children
- Change in Sunday Service time
  - Service will start at 11:00, starting on January 1, 2017
  - Paul wants to have meetings scheduled before 11:00 on Sundays
- Meet the Minister session will be offered on January 15 after Sunday service for snowbirds
- First Sunday meeting will occur on January 8th (**Before service or after?)**
- **Paul asked for $15,000 of his salary be designated as a housing allowance, and this was unanimously approved by the Board**

A review of the Developmental Minister and Board Combined Goals was presented by Dixie Gray.

Chamber of Commerce membership: discussion and vote

- Fred reviewed for the Board his reasons for wishing to continue our membership in the Stuart/Martin County Chamber of Commerce. These included:
  - His belief we can gain some financial benefits through membership in the Chamber, such as rentals and/or new members.
  - Acknowledgment that the political and social goals of the Chamber do not completely match those of TCUUC, but that any deviations from our beliefs are not present in the day-to-day activities of the

Chamber. He mentioned that he did not believe that we should discriminate against the local chapter, and that perhaps we could have some influence on them concerning their social positions. He thought that we could be setting a bad president by dropping our membership based on any differences in our political and social goals.
    - Regarding financial commitment by TCUUC to pay the membership in the Chamber, Fred offered to pay the full $400 membership fee himself.
- Dixie reviewed the reasons why she and others felt that we should not renew our membership in the Chamber. These included:
    - the belief that we should not belong to an organization that, at least on the State and National levels, has supported positions that are in opposition to our principles, including, for example:
        - Opposition to purchase of land to send water south to the Everglades
        - Opposition to expansion of Medicaid in Florida
    - Our financial position is such that we will probably run a deficit of $30,000 ($15,000 of which could be made up from our contingency funds). In consideration of this, we should be hesitant in spending money on Chamber membership since we have no data to show that membership in the Chamber has helped us financially.
- Discussion regarding the financial aspects of Chamber membership
    - Some believed that we had laid the groundwork during this first year of membership and that we were now positioned to reap some financial benefits, while others were skeptical on getting a return on our investment.
    - we discussed the viability of having Fred pay for the membership to the Chamber, thus not adding to the deficit of TCUUC.
        - Some BOD members thought there was precedence for this, and that this would be equivalent to earmarking funds for a special purpose, such as has been done for the new sanctuary
        - However, there was some discussion this situation was different and that it might not be allowed by our bylaws.
- It was clear that there was much ambiguity among many of the Board members concerning this issue, while others were passionate in either their support or their rejection of the renewal of our Chamber membership.
- A motion was made to: “renew membership in the Chamber of Commerce with the basic membership of $400”. This motion was seconded and a vote was held, with the majority in favor of renewal. The results of that vote were the following:
    - In favor of renewal:

        - Fred Dembowski
        - Linda Irvin
        - Susan Hemmer
        - Ray Burdett
    - Opposed to renewal:
        - Dixie Gray
    - Those abstaining
        - Lin Olson
        - Bill Falk
- A motion was then made to permit Fred Dembowski to pay the membership fee of $400 for TCUUC, and this motion was passed by a majority of the Board.
    - In favor of the motion
        - Fred Dembowski
        - Linda Irvin
        - Susan Hemmer
        - Ray Burdett
    - Absent from the vote
        - Dixie Gray
        - Bill Falk
    - Those abstaining
        - Lin Olson
- Dixie Gray, Treasurer, submitted her resignation from the Board at this time. Fred made a motion to reject this resignation. A very brief discussion was held in which her contributions and abilities were noted as well as her passion for TCUUC, and the Board voted unanimously to reject her resignation.

Other Business

- The Grounds committee proposal was briefly discussed and then voted upon
    - This proposal is a long-term project to do two things:
        - Earn Green Sanctuary status for TCUUC
        - Earn Audubon Certification for the grounds
    - It was noted that Jim Henderson has already committed $20,000 toward this project
    - It was noted that his project is in keeping with our 7th UU Principle
    - A motion was made to approve this proposal, and it was unanimously approved.
- The Safety Policy Proposal was tabled until the next meeting. We were asked to read it and be prepared to discuss it at the next meeting.

The meeting was adjourned at 3:30

Submitted by Ray Burdett, Secretary of the Board