

Minutes of Board of Director Meeting  
November 15, 2016

- attendance:
  - Susan Hemmer, President
  - Bill Falk, Vice President
  - Dixie Gray, Treasurer
  - Ray Burdett, Secretary
  - Lin Olson, member-at- large
  - Linda Irvin, member-at-large
  - Paul Johnson, Minister
  - ( Fred Dembowski, member-at-large, was absent)
- Call to order and check-in
  - 1:15 by Susan Hemmer, President
  - Chalice lighting, followed by opening words by Lin Olson
- President's comments:
  - Susan suggested that we honor all of the donors by means of a letter to the congregation. This suggestion was endorsed by the Board. **Susan will draft this letter to be sent out in December.**
- Minister's Report: Paul Johnson
  - Reported on activities during the past month, including
    - Leading Sunday services
    - Participating in new building dedication activities
    - Meeting with various church committees
    - Meeting with Treasurer for orientation to church finances
    - Leading "inquiry sessions" for newcomers
    - Attended UU ministers cluster in Vero Beach
    - Attended meeting of UU Historical Society and Collegium in Minneapolis
  - Potential intern: held an initial conversation with Claudia Jimenez concerning finishing her internship in our congregation under his supervision. A discussion of the merits of bringing her on as an intern were discussed later and is reported in these minutes under Old Business
  - Pointed out that he worked for TCUUC for 20 days in both October and November, which he hopes will allow him to work for us less hours in the summer months
  - Need to smooth out worship service details:
    - Joys and Sorrows/Concerns
      - Will be submitted in a written form prior to the service
      - Will be read by the worship associate or minister
      - Will start with November 27 service
      - Announcement on November 20 in church and in Friday Updates
    - Hearing devices are not working – operations committee working on this

- Lighting of chalice – can this run more smoothly? Perhaps lit by worship associate?
- Treasurer’s Report: Dixie Gray
  - We may be over budget at the end of the year due to various unexpected expenses, including:
    - Extra hours by church secretary
    - Building maintenance
    - Hospitality and kitchen expenses
    - Website construction
  - We will need to be diligent in watching expenses for the remainder of the year
  - Bill asked what we would do in case of a shortfall in our income compared to expenses. **Dixie will look onto this and report options to the Board.**
  - The new website was discussed. It’s address is TCUUC.org. **Dixie was asked to make sure a link to this is put into the Friday update and also a link to our Facebook page. Ray said that he would ask Ground Floor Farm if they would create a link to this new website on their website.**
- Committee Reports
  - Membership committee: has created 6 goals with strategies to facilitate their primary goal of creating a “Pathway from Visitation to Membership and Commitment”. These six goals are:
    - Attract new people
    - Maintain newcomer interest
    - Facilitate transition from newcomer to member
    - Maintain commitment of members
    - Stay abreast of group effectiveness techniques for productivity of committee
    - Ongoing evaluation of committee strategies
  - Worship Associates
    - Will be concerned with filling the pulpit when Reverend Paul is not speaking
    - Will be asking for input from congregation for service ideas
    - Have two service structures
      - One for when Paul is leading the service
      - One with a more extensive involvement of the worship associates when Paul is away
  - Social Justice:
    - Ray asked about committee leadership change policy. Dixie answered that the committee can elect a new chair and resubmit their charter
    - Ray asked about potential liability if minors attend the Trans Support Group without their parents’ knowledge or consent.
      - **Susan will check with the UUA concerning this**

- Bylaws may need to be more explicit concerning who the Social Responsibility Committee can speak for. **Dixie will look into this.**
- Pastoral Care
  - Has been successful in providing rides to services for those who need one
  - Has created a resource list for social agencies
  - Has explored relationships with memorial societies
  - Has a process for handling calls from those needing pastoral care
- Old Business
  - Chamber of Commerce - Revisiting membership. We agreed to wait on voting on this issue until Fred Dembowski could have input
  - Claudia Jimenez internship
    - Would run from May 2017 to August 2018
    - Paul would supervise her
    - A lay internship committee would be formed to assist in evaluating performance
    - **Bill Falk moved that we bring on Claudia Jimenez as an intern for the remainder of her internship, and offer her, at a minimum, \$1500 for expense money for conferences, with the possibility of a stipend for more. This motion was unanimously approved.**
  - We agreed to postpone discussion on the Policies and Procedures issue
  - We agreed to postpone discussion of the Disruptive Persons Policy

Meeting was adjourned at 3:30

Next meeting is scheduled for Tuesday, December 6, at 1:00 PM

Submitted by Ray Burdett, Secretary of Board of Directors