

## Minutes of Board of Directors meeting of 2-7-2017

Meeting was called to order at 1:00 by Fred Dembowski

Present: Susan Hemmer, President  
Dixie Gray, Treasurer  
Linda Irvin, member at large  
Lin Olsen, member at large  
Fred Dembowski, member at large  
Ray Burdett, Secretary  
Paul Johnson, minister  
David Gray

Absent: Bill Falk, Vice-President

Chalice lighting was done by Susan Hemmer, and a brief check-in was done by each participant.

### **Treasurer's Report- Dixie Gray**

The finance committee, consisting of Dixie Gray, Bill Falk, Ray Burdett, David Gray, Vince Hall, and Paul Johnson (non-voting member), approved an "Aspirational Budget" for consideration by the Board of Directors. This budget totals approximately \$156,000, and is an increase of \$25,000 over last year's budget. The main items resulting in the increase are the followings (in approximate figures)

Minister's salary:	41,500	increase of 14,500
Visiting Speakers	4,500	increase of 4,000
Intern	1,500	increase of. 1,500
Music Enhancement.	3,125.	Increase of. 2,625
Religious Education.	3,000	increase of 2,000

These items represent areas of enhancement to TCUUC that the members of the congregation have indicated were important to them, and also areas that were included in the goals of our Developmental Ministry.

A special meeting of the BOD will be held on Wednesday, **February 15, at 9:00 AM** to discuss the budget. Members of the Board should feel free to discuss details of the budget with Dixie Gray and among themselves prior to this special meeting.

It appears that our income for this past fiscal year will be sufficient to meet our expenses! We will need to be more aggressive in the pledge drive/fund raising for this coming fiscal year if we are to meet our "Aspirational Budget".

### **Minister's Report:**

Paul's Report will be attached, but the following are some highlights of his report:

Adult Religious Education:

- Paul had a brainstorming session with individuals interested in adult RE. Topics of interest generated are attached.

- Paul has started some adult religious education classes including UU history and the UU curriculum “What Moves Us”
- He will lead a discussion on the book “The Third Reconstruction” by The Reverend William Barber, after the service on February 12.
- He will give a presentation on Robert’s Rules of Procedure after the service on March 5
- Susan Hemmer will lead sessions on “Building your own Theology”, beginning March 19.

#### Intern Minister:

- Paul presented Claudia Jimenez’s internship project, called “Family and Children’s Ministry Project” (see attached project).
- Paul will be putting together an internship committee, and he is asking for input on possible members of this committee

#### Legacy Giving:

- He will give a presentation on this to the congregation after the March 12 service
- We have received \$200,000 in legacy donations so far

### **Scheduling of Church events and meetings**

Lin Olsen pointed out that there are problems with events and meetings being scheduled in conflict with each other. A discussion ensued, with the following points being made:

- We should have a visible calendar which should be kept up to date and which can be referred to by members of the congregation and committee chairs
- The First Sunday meetings will indeed be held on the first Sunday of each month
- Congregational meetings will supersede all other meetings
- The Worship Committee will schedule their meetings on the second Sunday on the month at a time to be announced
- Board of Director meeting minutes will be placed on the bulletin board in Heston Hall. Ray will send the minutes to the church secretary for posting. The Minister’s Report should also be posted.
- Paul and Dixie will establish BOD meeting times so that Paul can attend

### **Committee Reports**

#### Worship Committee:

- An usher’s group is being formed. As of now, there are 6 individuals in this group. A call for more members along with expected duties will be included in the Friday update. A sign-up list will also be placed in Heston Hall.

#### Membership Committee:

- John Page’s resignation from the committee and TCUUC has created a leadership vacuum on the committee, and moral is low among the remaining members. We need to revamp this committee.
- It is hard to measure the success of this committee, other than looking at total membership numbers
  - We have had 16 new members since Paul Johnson started his ministry
    - We speculated on how we attracted and retained these new members. Possible reasons include:
      - Satisfaction with our new minister

- Attraction and visibility of our new facility
- Word of mouth from members and visitors
- Individuals accessing our website
  - We need to establish a clear path to membership
    - We have also lost a few members recently, and we are not sure why they choose to resign. We would like to know the reasons for the loss of these members, and they should be approached.
- Besides trying to attract new members, this committee should also place increased emphasis on re-engaging present members. A possible way of doing these may be to announce/celebrate church membership anniversaries in various increments.

### **Social Responsibility Committee:**

Bertha Perez, who is current leading this committee, is having health problems, and Barney Miller Moore will take over leadership until May.

### **Hospitality Committee:**

Fred reported that Ronnie needs some official committee members. She gets help from many individuals on Sunday, but she needs other committee members to help share the responsibilities. She is presently a committee of one.

### **Annual Fund Raising Reports**

- Silent Auction: approximately 38 people attended and approximately \$4000 was raised
- Bizarre Bazaar:
  - Susan Hemmer is in charge of this
  - It will be held on March 24
  - The public will be invited for purchasing items, but only TCUUC members will be selling items
  - Advertising of this event will need to be done, and may include the Friday update and Craig's list among other means of getting the word out.

### **Old Business**

BREEZE system:

- This an online system for members, containing individual contact information.
- The Church directory is printed from this system.
- Members can track their pledge amount on this system
- It is possible to include pictures of members
- To access this, a password is needed (check with the church secretary)

### **New Business**

Music Committee: The formation of a Music committee was proposed by Paul Johnson. Possible members would include himself, Jim Rickson, a choir member, a Board member, and perhaps someone from the congregation. This committee would assist with the enhancement of the music program.

Nominating Committee: Susan Hemmer is forming a nominating committee. This needs to be in place soon to develop a slate of Board candidates prior to the Annual Meeting on March 19. The present Board of Directors serves until the Annual Meeting and election of a new Board.

Fund Raising Committee: The Board agreed that a Fund Raising Committee is needed to take leadership of this important function.

Board Continuity: We need to develop a proposal for Board terms that will insure more continuity on the Board. This will be on the agenda at the special board meeting to be held on Wednesday, February 15. This would require a By-Law change.

Sunday Visiting Speakers: We need to recruit Sunday service speakers for those days that neither Paul nor the Intern minister will be speaking. Suggestions should be made to the Worship Committee, who will vet the possible speakers. Requirements that speakers should meet will be included in a Friday update.

Behavioral Policy: We did not complete or determine how to implement the procedures that we had previously discussed concerning expected behavior of our members, or consequences for violation of the behavior policy. Fred will bring information about policies that we have approved in the past for discussion at our next meeting. All members and potential members should be given this policy. The Annual meeting was mentioned as a time to disseminate this policy.

Annual Meeting:

- Will be held March 19
- Committee sign-up tables will be ready at this meeting. Prior to the meeting, the Friday update should include descriptions of each committee's functions
- A slate of candidates needs to be ready for the meeting
- Dixie will prepare a packet of handouts for the annual meeting

The next regular BOB meeting will be held on March 7 at 1:00

There will be a special BOD meeting on February 15 at 9:00 AM to discuss

- The annual budget
- Behavior policy
- Board terms and term limits

Submitted by Ray Burdett, Secretary of the Board of Directors