Minutes of BOD Meeting of TCUUC 1-3-2017

Present: Paul Johnson, Minister
Susan Hemmer, President
Bill Falk, Vice President
Dixie Gray, Treasurer
Ray Burdett, Secretary
Linda Irvin, Member at large
Lin Olson, Member at large
Fred Dembowski, Member at large

From 12:30 – 1:30 PM, prior to the BOD meeting, a conference via Skype was held with Randy Becker, UU Minister from Key West, who has expertise and extensive experience in religious education.

Key points covered in this conference were the following:

1. We need to express why we are interested in starting RE for children
    a. Randy stated that starting RE to increase membership is not the proper motivation and may be doomed to failure
    b. The members of the BOD expressed several reasons to start an RE program, including:
        i. To serve the needs of families with children who are coming to TCUUC
        ii. To serve the needs of the greater community as we expand our membership
        iii. To provide a liberal religious education to the youth of our community
2. Leadership/teachers/costs of an RE Program start-up
    a. If we start an RE program, the parents should not be called upon to provide teaching or leadership – they are coming to TCUUC for their own purposes
    b. Besides RE, we should look at providing child care for infants
    c. Need at least two individuals in a classroom at all times
        i. One leader and one assistant minimum
        ii. Leader, at least, must have official clearance to work with children
    d. Possibilities for leadership/teaching
        i. Professional – hire someone to provide leadership and teaching. This would provide continuity to RE program & allow members to attend church service
            1. Costs: Randy Becker suggested a cost of approximately $3000 per year for one individual - 4 hours per week at

$15/hr for approximately 40 weeks, plus some material costs. He suggested budget this as one year special item – would not need to be reported to UUA as part of budget

2. Recruiting:
    a. First determine skill set and job description
    b. Advertise widely – other organizations, social media.
    c. Search committee needed – Randy suggested search committee observe interviews while someone else carries out interview

ii. TCUUC members – would be a large commitment of time for a volunteer, plus potential of missing Sunday services

1. RE Committee – could provide overall leadership
    a. Our new intern (starting in August) may be a great resource, but she will not be able to lead RE
    b. Rotating volunteers to assist with teaching duties – could be members of RE committee or other volunteers from membership

3. Best time to start RE program would be at start of school year
4. Safety: Background checks required for all key personnel, but inclusion of everyone involved with direct child contact would be desirable
5. Curriculum
    a. Age groups:
        i. Infants – child care needed
        ii. K-6 grade: curriculum exists for a mixed age group
        iii. Older children:
            1. Possibility of combining with other UU fellowships
            2. Need social contact with each other
    b. Sources for curriculum
        i. Church of the Larger Fellowship may be a resource
        ii. Curriculums available from UUA for free download
        iii. Claudia would be a good resource for curriculum
    c. Field trips: if included in curriculum, safety would be major issue, including vetting of drivers
        i. Utilize our (future) outdoor classroom and grounds
        ii. Local – Oceanographic center, GFF, similar venues
6. Potential for cooperation with Bridges school, ARC, Starstuck
7. Facilities:
    a. Need dedicated Sunday space
    b. Ideally, space where things can be kept week to week
    c. Possible need for multiple rooms in future – infants, K-6, older children
8. Summer Camp
    a. Potential money maker
    b. Provide service for community

    c. Utilize our building and grounds
    d. Eco-theme possible
9. Recruiting
    a. Display board (facing Bridges)
    b. Hold events for kids (such as summer camp)

This conference call was completed at 1:30. Reverend Becker was thanked by the BOD for his time and his valuable input into our planning process for an RE program.

Regular BOD Meeting 1-3-2017

Meeting was called to order at 1:40, with the same BOD members as previously mentioned.

Ray lit the Chalice and stated that he hoped this would be a productive meeting.

1. Minutes from the BOD meeting of 12-6-2016 and the Executive BOD meeting of 12-15-2016 were approved.
2. Legacy Giving:
    a. There will be a meeting on Thursday, January 12, at Enid Johnson's to discuss legacy giving/endowments, to include Enid and other major donors, Bill Falk, and Paul Johnson.
    b. On March 12th, after the Sunday service, there will be a presentation to the congregation about the Shelter Rock matching program (10% matching for everything up to a $100,000 legacy pledge).
3. Pledge Drive
    a. Barney Miller Moore has consented to be Pledge Drive Chairperson
    b. Barney will be asked by Susan to recruit additional committee members (prior to Paul Johnson leaving on the 15th of January)
    c. Jon Page and Bill Falk are willing to meet with the Pledge Drive Committee to discuss their past experiences with the Drive.
    d. Vision Statement – BOD responsibility
        i. Suggestions:
            1. Do Big (perhaps Give Big, also)
            2. Make membership aware of our plans
                a. Expanding RE (kids and adults)
                b. Learning congregation
                c. Commitment to dynamic speakers
                d. Expand outreach on Treasure Coast
                e. Expand music program

ii. **Dixie will draft a statement and send it out to BOD members for approval and comments**
iii. **Susan will introduce our plans for TCUUC at the first Sunday meeting (January 8th)**

e. Other comments concerning Pledge Drive
   i. Paul – everyone should get individual attention
   ii. Lin – put pledge drive on our Facebook page
   iii. **Bill – will put together a template for Pledge Drive**
   iv. Fred
      1. Increase funds for publicity in budget
      2. Put reserve into budget
   v. Ray – make the pledge drive goal that of covering our budget (ask for what we need and don't rely on fund raising by other means unless absolutely needed)
   vi. Determine what we would like from each pledge unit to meet our budget
   vii. Need a visual display of progress toward goal

4. Minister's Report: (see attached copy)
   a. **In the future, Paul will send his report to the Secretary (Ray) to attach to the minutes**
   b. Paul will be gone January 15-27. He will try to be back for the silent auction
5. Treasurer's Report:
   a. $100,000 in pledges collected this year; Dixie will update us with the actual numbers
   b. Only 3 individuals responded to the end of year giving letter
6. Employee Review of Caitlynne
   a. Dixie will ask for our involvement: will send out job description and a survey, asking for our ranking of her performance. Caitlynne is away for 2 months emergency leave, so the review will be postponed for a while.
   b. We all like Caitlynne, so we should be careful to be objective in our responses
7. Fred Report on Chamber of Commerce
   a. We could employ individuals from ARC to do task at the church for $8/hr.
   b. People are needed to attend Chamber breakfasts (Tuesday mornings)
   c. Our ad is still running, even though we did not pay for it. This ad sends viewers to a defunct website – **needs to be fixed**
8. New Business
   a. Web Page

        i. Bill - still some embarrassing mistakes that need corrected now.
        ii. Make sure our web page is addressed in the budget
    b. Auction – is scheduled for January 28; need to advertise
    c. Garage Sale – tentatively scheduled for end of March
    d. Fred requested a strategic plan for the landscaping
    e. Fred suggested we prioritize speakers who will reach out to the community

Meeting was adjourned at 3:30 PM

Submitted by Ray Burdett, Secretary of BOD

Minister's Report
December 5, 2016-January 2, 2017
Rev. Dr. Paul S. Johnson

Ministry of Worship

- Sunday, December 18: "A Unitarian Universalist Christmas"
- Christmas Eve Candlelight service: "Faith, Hope, Love and Joy"
- Sunday, December 25: "It's a Wonderful Life"
- Sunday, January 1: Led sharing service

Ministry of Pastoral Care and Rites of Passage

- Two hospital visits
- Four home visits

Ministry of Education

- Confirmed with Claudia Jimenez that she will be joining us as Ministerial Intern in August. We will be inviting her to preach here earlier during the summer. She and I will begin developing her learning/serving agreement later this week when we both will be at Meadville/Lombard for the winter convocation. Thursday will be devoted to training of teaching ministers.
- Held a joint "Meet the Minister" and Inquirers Session after the service on December 18. I will offer another such opportunity at 9:30 a.m., Sunday, January 15.
- I have been preparing for the launch of the adult education curriculum, "What Moves Us," written by UU theologian Thandeka, at 9:00 a.m., Sunday, February 5.
- I will offer a workshop on "UU History and Contemporary Identity on Saturday, February 5 from 9:00 a.m. to 2:00 p.m.
- I have asked six members to join me after the congregational meeting on January 8 after the congregational meeting to brainstorm the future of our adult education program.
- I will lead a discussion of Rev. Barber's book: The Third Reconstruction , February 12 at 1 p.m.

Ministry of Administration

- Attended Board meeting on December 6.
- Attended meeting of the Executive Committee
- Met with Dixie and Caitlynne about Caitlynne's upcoming annual review.
- Met with Enid, Dixie, and Bill in planning for the roll-out of our legacy giving program.
- Met with Dixie and our Raymond James representative regarding our congregational endowment.

Community Ministry

- On December 8, I visited with the senior minister and associate minister of our neighboring United Methodist Church. Both of them have come to the congregation quite recently but they did clue me in to some degree about the religious scene in Stuart. I learned that the only clergy group meeting regularly is one convened by the senior minister of Grace Place the second Tuesday of each month. I called that church and asked if a could attend and was invited to the meeting at a local restaurant, Carraba's Italian Grill, on December 13. I learned some useful things about the community and hope to be invited again. I have yet to meet with the minister of the neighboring Unity Church who was on vacation before the holidays and has not yet called me back.
- On December 10, I played Santa Claus at the Christmas Fair at Ground Floor Farm

<u>Congregational Events</u>

- I attended "Cooks' Night Out" on December 13.
- I was part of the group to go out to dinner at Chico's Grill after the Christmas Eve Service.

<u>Days in Town</u>

- During December I was in town and available to members for 29 days. I was available for 20 days in October and 20 days in November.