

## **The Unitarian Universalist Congregation of Lake County (UUCLC) Florida**

### **Board of Trustees (BoT) Meeting**

**127 N. Grove Street., Eustis Florida**

**Thursday, October 13, 2016**

Board of Trustees Meeting began at 1:00 P.M. with members, Christina Higgins, Carl Skiles, Russ Littlefield, Stuart Anderson, Joyce Axelson, Betty Emery, Suzanne Hanscom, Caring Committee Chair, Hinda Ramsay and Ken Hurto, Lead Executive for UUA's Southern Region, guest speaker in attendance.

Ken Hurto, opened the meeting with the chalice lighting and led us in a meditation inviting all present to quiet their minds so that we might focus on the tasks at hand.

Chris Higgins, President, introduced Ken Hurto to all in attendance. Ken was in the area and came to speak to us about our search for a part time minister, our current progress and challenges and about our Long Range Plan. Also about Building Constructions and vision and goals for future; establishing a mid-sized congregation; and developing additional programs.

Ken Hurto spoke at length giving each of us encouragement and suggestions for moving forward as we approach completion of the Building that will house the Congregation. Ken spoke on the following points:

- **Questions for the Board** to consider when reflecting on future of the Congregation after moving to the Building.
  - Who will come?
  - Why do we want new members?
  - How will we insure current members continue on with sense of family as we continue to grow
  - What small Ministries do we need to develop
  - How do we move forward with intentionality
    - Example: 'I will create a space where we can have Deep conversation together. A community that welcomes the religiously wounded, those who have a need to communicate. '
  - Why are we who we are
  - Are we considering the entire audience
  - Are we focused on the building NOW, Are we aware that there will be a let down when building is completed...what is the next work
  - Can we live with 'I dwell in the possibility' safe enough to try and what did we learn
  - Do we treat each other with kindness not with shaming...

- Can we Let Go of what isn't working and bring what is working to the new building leave the rest behind
  - What Riitual will happen on the first oficial service in the building...example follows
    - Start outside of the building --- question what needs to be done here
    - Have intentionality around space
    - Ritual of Entry --- embrace new space
- **Board** ---
  - Current statistics of UU Boards show that after serving on the board only 12% continued on with the Congregation. It is important to develop an 'out' strategy. A clear sense of the passion of the Board Member(s) will contribute to their next step. Examples given, Committee Chair or member, Religious Ed Teacher, etc.
  - Some Boards drift, important to keep congregation on mission
  - Never punish one another --- the OUCH principle,, be able to say 'whoops I messed up' not shaming
  - Core Values clear and one of the most important truth telling
  - Culture of the Board determines why people will or won't join
  - Democratic society should be help up
  - Norms for new space vs old space
  - Discussion, some congregations have a time limit on speaking that contributes to more members speaking
  - Who are we NOW? What do we want to do?
  - Be authentic. We should be able to ask questions that we can't ask elsewhere.
  - Our thinking should be possibility not scarcity
- **Part Time Minister**
  - Currently have two nibbles
  - What are the boundaries of Part Time?
  - Pleased with the percentage of the time breakdown that we provided him with and suggested that we utilize as initial conversation with candidates that actually apply.
  - Minister can provide an authoritative conversation as pathway into congregation...tradition and practice are important being a UU is more than signing on as a member.
  - Congregational Development is important because it is more than a 'Rotary Club'.
    - How do we créate within the congregation how we want the world to be outside the congegation?
    - Think about spiritual questions, distinctive theological values, that a minister brings to the table.
  - Pastoral Care
  - Education

- Carl Skiles offered 'guide us in developing programs that raise membership numbers.
- What is uniquely UU.
- Minister positive or negative? There should be a healthy dependency.
- Some members may fear that Minister will take over be authoritarian.
- Should be negotiation of roles and clear expectations of minister.
- Minister is the Community face.
  - Minister handles and turns around media questions so that there is a clear and consistent identity with the values and principles of UU.
- PT minister works with the board
- Preaching, Pastoring, Congregational Development?
- 4P's of Minister --- Preacher, Pastor, Promoter (church life) Prophetic
- Part time – 9 months --- good model
  - Invite new minister to tell us how time is evolving as we go along, every 3 months suggested. Review expenditures and adjust when they are pinching not painful.
    - Suggest using the unit model. Work in blocks of time – sermón takes 2 units, hours of 9-2 is two units,
- Salary, what does that cover? What additional expenses?
  - Travel
  - Housing, Where do they reside, sometimes negotiate space with local hotel
  - Treat as an independent contractor
  - Overtime for anything over what we contract for
  - We are purchasing a service
  - Do not confuse utilities with compensation
  - Phone
  - Private space for pastoral care – in new building?
  - Professional expense Budget
  - Social life in community --- if we do things together in the community the minister should attend
  - Should attend important events
  - First year everything negotiable
  - Provide task expectations vs compensation

All present expressed their gratitude to Ken for his input and presentation.

### **OLD BUSINESS**

The meeting continued with a motion to approve the minutes of the May 19th, August 28th and September 15th meetings. Betty Emery seconded the motion and those minutes were accepted.

### **TREASURER'S REPORT:**

Stuart Anderson delivered his report with no unusual occurrences, a copy of the report is attached. Stuart reported that Income is at 25%, Pledges 20% for the past month. Donations for the past month were high.

## **NEW BUSINESS**

Chris reviewed procedures for the new office at 127 N Bay Street and then distributed keys to Board Members. A set of keys was also provided to Ray who leads the meditation group on Monday evenings.

Chris then reviewed a document that was sent to all members regarding Board Liaisons to Committees. This is an ongoing effort to continue creating a cohesive group that is structured in such a way that we are not working in Silos but in community.

Members volunteered as follows:

- Care Committee—Suzie Hanscom
- Education --- Betty Emery
- Committee on Ministries --- Joyce Axelson
- Public Relations --- Betty Emery
- Safe Congregations – Suzie Hanscom
- Hospitality --- Betty Emery
- Finance – Chris Higgins
- Membership – Suzie Hanscom
- Social Justice – Russ Littlefield
- WRAP

Chris brought up having a Committees Fair. A discussion followed. Many suggestions were made including:

- Having it in the Fall --- November when our winter residents arrive
- Having it weekly, monthly
- Having different committees represented with a table containing literature about opportunities to volunteer in the community or on community Social Justice Issues
  - Provide pamphlets from other organizations at the SJ table
- Example --- Caring Committee would have contact information for members if they know of someone in need, cards to sign to go out to members who are ill, etc.

We will continue discussion at the next meeting.

## **Ongoing Business**

- Nominating Committee – is needed to develop a slate of officers for church year 2018. Vacancies will exist for President, Vice President, Treasurer and Secretary. John Landers and Joanne Reilly have volunteered to be on this committee.

## **Committee Reports and Issues**

**Leadership Council Meeting**—was held on Thursday, September 8 at 10:30 am; discussed need to formalize planning. Next Leadership Meeting: Thursday, October 27 10:30 am

### **Building and Design**

Carl Skiles reported that everything is going well with the new building. The following points reported for this month:

- Construction going well – steel is up
- New Keator Project Manager – Bill Foley
- Invoice payments direct purchase go to sub-contractor and Keator to assure delivery prior to payment
- Samples that Betty selected are coming in.
- Front door selection should be within budget.
- Loan application (line of credit) has been submitted. Spoke with Justin and it was mailed out priority mail on Monday, October 10<sup>th</sup>
- Fee for application was \$800.00, not sure about recording fee, fee for Survey
- Discussion n sound room, fixed windows vs sliding window low increase of cost
- New committees will be needed for the new building and people are needed to chair these committees
  - Care and maintenance of the building (exterior) (interior)
  - AV Committee
- Safety
  - Inspections
  - Safety is within confines of our responsibility, however, there is nothing contentious with the contractor and we do not want to interfere with Contractor's responsibility

### **Building Design**

Betty Emery provided the following report for Building Design

This past month the committee has been asked to make two selections for the building.

- The first was the fabric choice for the folding wall between the celebration hall and the social hall. The fabric choice made was a linen-look in a color that most closely matches the paint for the wall color. The idea behind that decision was to make the folding wall blend in to the surroundings. It is not intended to be a feature that is to stand out.

- The second decision was regarding the acoustic tile color choice for the walls in the celebration hall. The design committee met and narrowed down the selection to three colors. We have asked for fabric samples and will make a final decision when we receive them.
- We contacted the Bertolini chair company about a quote we received last spring for stackable chairs. The quote has been updated and is good until the end of November. This will give the design committee some time to review the buyer's guide and make a decision if we want to purchase chairs from them. They need a lead time of 12 weeks for an order. A sample chair has been shipped to us and I will bring the chair when I receive it.

A discussion followed and idea sharing on the sale of a portion of the property with possible exploration with a Hospice Veteran's program that wants to expand completed the report for the Building Committee.

**Education** – RE-- Adult and Children – Suggestions for Committee Coordinator? At minimum to collect Weave a Tapestry of Faith UU World center sections.

**Finance** –

The finance committee met discussed the following:

- Developing a fund-raising sub committee
- Fund raising ideas
  - Calling the congregation
  - Various ongoing small fund raising ideas
  - Will continue discussion of talents at the leadership meeting
  - Develop talents that may be a by product of fund raising potential
- Establishing a line of credit
- Savings on contract
- Covenant of right relations

**Membership** – Committee met and discussed their final plans for the new membership orientation scheduled for Saturday, October 15<sup>th</sup> 10:00 a.m. in the conference room at the new office space.

Approximately 10 people have expressed interest in becoming members. The following is an overview of program.

- Information packets have been prepared for each participant
- Lunch will be brought in
- Begin with Welcoming and Chalice Lighting and short explanation of that tradition
- Introductions and background of new members
- UU History and Principles
- What is a Covenant
- History of UUCLC
- Governing Structure
- Standing Committees and Activities

- Signing of the Membership Book
- Closing, extinguishing the Chalice

### **Public Relations** –

### **Social Justice and Environment** –

A discussion on broadening the work of this committee was filled with ideas about ways that UUCLC can become more of a presence in the community. Currently we are involved with:

- Staffing Open Door on Fridays from 11-2
- Interfaith Council.

### **Care Committee**

Hinda Jonathan is the new committee chairperson. Debbie Miller continues to send cards when needed from UUCLC. Hinda has met with her committee members and has identified members that may need support and submitted a detailed report of those members that have been contacted and who they might work with. A new member has expressed an interest in helping.

### **WRAP**

The Wrap Committee is currently meeting on a weekly basis. The Committee meets to plan, develop and implement meaningful programs and services for the church year. The Committee also reviews any input from the congregation about those programs and services in order to learn how to serve the needs of the congregation.

The current Church Year 2016-17 Theme: is Building a Beloved Community.

The following is a synopsis of future programs and services.

Oct 9 –9:30 am Discussion: The Aging Brain DVD—Why We Don't Live Forever

11 am Service: Randy Becker "Deeper and Wider"

Some spiritual traditions ask members to go deeply in faith, but not to explore widely.

Other traditions encourage a wide exploration of faith provided that one does not go too deeply.

But what would a tradition that encourages both depth and width be?

The Rev. Dr. Randy Becker recently retired for a 46 year career as a Unitarian Universalist minister. He is now facilitating a small, intentionally diverse spiritual community in Key West. He recently ran (unsuccessfully) for Mayor of Key West and has numerous stories about being a visionary candidate.

Oct 16 –9:30 am Discussion: The Aging Brain DVD--Continued

11 am Service: Dan Gribbin: "Unitarianism and American Transcendentalism"

Ralph Waldo Emerson's contention that we have an innate sense of the good and the true by virtue of our status as human beings is a refinement of William Ellery Channing's notion that God speaks to us individually, and that God's will is put into action by our free will. When the famous New England discussion group called the Transcendentalists formed,

Channing was supportive, but he did not attend the discussions, fearing that in his presence others might have been inhibited. His ideas were present, however. Those ideas were shaped by his understanding of the movement in European thought called the Enlightenment. In this talk, I

describe

Channing's Unitarian ideas and the influence they had on the New England intellectuals, the Transcendentalists, who ushered in the Romantic era, the next great movement in American thought.

October 23 -9:30 am Discussion: ask Kit if Mr. Tamayo would like to lead the discussion; if not, Robyn Kelly.

11 am Service: David Tamayo, an activist and community organizer who seeks to educate young Hispanics in the U.S. with critical thinking skills and the Constitutional ideals of keeping state and church separate.

Oct 30 -9:30 am Discussion: I

11 am Service:

Nov 6 Dr Robert Tucker – “Topic”???

Nov13 Ron Hammerle "Given your history, your current involvement in building a new facility and what appeared to be a transition for Rev. Berryman, here's a third option for you to consider, since it can incorporate key concepts from both of the other two titles (below) but also speak to your guiding theme for 2016/2017: "What We Can Learn From Megachurches."

Nov 20 Mindy Simmons

Nov 27 9:30 Discussion and 11 am Service --- Imam Sykes related to Islam

Dec 4 Steve Burt

Dec 11 Open – we need a program

Dec 18 How the Grinch Stole Christmas - Hinda et al

Dec 25 Roger Seidner– Water Ceremony; Chris to provide Roger w/ some material

Jan 1

Jan 8 Morris Sekiyo Sullivan

Jan 15

Jan 22

Jan 29

Feb 5 Herb Agee Stewardship talk

Feb 12

March 12 Morris Sekiyo Sullivan

May 14 Morris Sekiyo Sullivan

June 11 Morris Sekiyo Sullivan

**Bylaws --- tabled..**

A motion to adjourn the meeting was made by Russ, seconded, and the meeting adjourned  
At 4:30 p.m.

Respectfully submitted,

Joyce K. Axelson  
Board Secretary