

Unitarian Universalist Church of St. Petersburg
Minutes of the Meeting of the Board of Trustees
June 12, 2013

Present

Board Members: Greg Burton, President; Karen Coale, Dani Skrzypek, Jane Fanning,
Eric Mitchell, Katy Korb (ex-officio)
Clerks to the Board: Keevy McAlavy and Barbara Rowell
Guests: Penny Duff, Lori Price, Kate Chambers and Laurie Clemment

1. Greg Burton opened the meeting at 7:05
2. Eric moved to approve the agenda. Jane seconded and the motion passed.
3. Eric moved that the minutes from the May meeting be tabled until another time. Karen seconded and the motion was passed.
4. Treasurer Situation and options going forward: Greg Burton reported that Margie, the outgoing treasurer, gave all the accounting books to the church's lawyer Chuck. He suggested that a new policy should be put into place that would require the retainment of all original church records and documents on the premises and only allow copies to be taken offsite by authorized personnel.

Jane moved that the church move in the direction of hiring an outside bookkeeper, that is a bookkeeper who is not a member of the church. Karen seconded and the motion passed with three yes votes and one abstention.

5. Consulting Minister's Report: Katy stated how impressed she was by the dedication of the current board over the past year and echoed Greg's thanks to all the board members for all their support. (full written report attached)
6. Board Host Schedule. Board Hosts for the next month were decided to be Karen on June 16th and Penny on June 23rd.
7. Music Advisory Committee Report: Kate Chambers reported that the committee had found a candidate, Nicolas Filzen, to fill the position of music director. This position is slightly different than the choir director position originally planned in that the music director will not only lead the choir but also be responsible for overseeing and hiring accompanists as needed. Nicolas is currently the operations manager with the Florida Orchestra and served for five years as music librarian and tenor soloist at the UU Congregation at Shelter Rock New York.

Jane moved to offer the position to Nicolas Filzen. Eric seconded and the motion passed unanimously.

8. Building and Grounds Report: Laurie Clemment reported that the revised engineering plan to replace the AC system was not ready yet from the engineering company the church had hired.

9. Worship Committee Report: Penny reported that the summer schedule of services was set and only the fine details remained to be worked out. She mentioned some minor changes to the order of service for next year that included reworded instructions for board hosts during joys and sorrows.
10. Pride Celebration: Karen reported that approximately \$240 was set aside for LGBT social justice activities. Karen moved that \$200 be donated to the cluster to help offset the cost of a booth at the upcoming St Pete Pride Celebration. Eric seconded and the motioned passed unanimously.
11. Hurricane Policy: Greg reported that the church will provide access to the building to people in case of a mandatory evacuation due to a hurricane. He stressed that the access would be provided **at evacuee's own risk**.
12. Election of Board President for Next Year: Dani moved to retain Greg as President of the Board. Karen seconded and the motion passed unanimously.
13. Resiliency Policy: Greg tasked the board to consider what should be the church's policy concerning disruptive and / or potentially dangerous people in the building or on the grounds? It was agreed without vote to let the administration committee decide on an appropriate policy.

The meeting was adjourned at 9:39 PM.

Action Items:

1. Dani will, before the next board meeting, send out thank you notes to members who pledged for the upcoming year. The notes will be signed by Dani on behalf of the board of trustees.
2. Karen will follow up with Dave Coale to have church brochures printed up to be distributed at the St. Pete Pride booth.
3. Greg will move ahead on screening someone to be the bookkeeper.

Respectfully submitted,
Keevy McAlavy, Clerk to the Board

CONSULTING MINISTER'S REPORT TO THE BOARD

JUNE 12, 2013

A developmental minister's task is ultimately to prepare a congregation to call a settled minister. There are those in the congregation who would like to proceed immediately to that goal. To be blunt, it would only be by a very unlikely chance that the congregation could find the kind of ministerial excellence and experience that they desire, deserve and need at this time. There are three broad areas that ministers will look at in deciding whether or not to consider a church. These are governance, congregational health (a pattern of spiritual and physical growth) and financial stability. I have broad recommendations in each of these areas and smaller ones that should be left to committees rather than taking the time of the board.

I. Governance:

The bylaws should be completely redone, confining themselves to broad organizational matters and leaving details to procedures and policies. Those policies should remove roadblocks that presently exist to membership and participation. For instance, the requirement for a full pledge rather than a financial contribution and the strict charter requirements for committees. (A simple charge from the board is sufficient.)

The Program Council should be reduced in size to a single representative from each of the broad ministries of the church: Worship, Social Justice, Religious Education, Adult Programming, Congregational Life (membership, hospitality, caring, etc.), Finance and Building and Grounds. Subcommittees in each area would be under their broad supervision.

2. Congregational Health:

We have begun with the small groups for building covenant and right relations, and Connie Goodbread, regional congregational life consultant, has agreed to do a workshop on trust here in October. Healing, however, will require not merely that hurt feelings be assuaged and individuals back in relationship, but that the system that enables that lack of respect and trust be changed. That's the hard part.

We need to establish a committee that would meet regularly to discuss and implement strategies for growth — becoming more welcoming, ideas for public relations, etc.

The concept of covenant groups needs to be revisited and re-energized with new parameters.

The mission statement needs to become a statement of our purpose rather than simply ways in which we fulfill that unstated purpose, and all our activities should be structured in support of the mission.

3. Finances:

Financial stability is key, but it is not my prime area of expertise. I do have two thoughts though. First make sure the pledge drive is about vision rather than need and is a gala celebration rather than a feeling of grim duty.

Second, let's take a look at our reminder letters to make sure that they look like grateful thanks for what has been done and will be done and not like bills to be paid, and send them to everyone at stated times (quarterly?) thus serving as reminders without any hint of scolding.