

UUYO Board of Trustees Meeting: 4/4/2017

Meeting was called to order at 6:04.

Present: Anita Wesler, Louisa Berger, Linda Mohn, Tom Beck, Rev. Matt Alspaugh, Molly Toth, and Andy Crabb, Sarah Lowry

Special Guest: Rev. Renee Ruchotzke

Absent: Ralph Malmer

Roles for April:

Facilitator: Molly

Process Observer: Andy

Time Keeper: Tom

Thank UUs: Linda

Bits from the Board: Louisa

Minutes: Sarah

Reading of the Covenant

Staff Discussion with Renee Ruchotzke

- Deadline upcoming, April 18, for application for Interim Ministers
- Assemble group of Board members and Congregants to organize materials/discuss process
- 1-2 year Interims—many churches opting for 2 year interim ministers--search for Called Minister begins after about 1 year—Interim Minister contracts are 1 year with option to renew
- Determine goals for the church for Interim Minister to work on with the congregation
 - Areas of momentum
 - Traditions/programs that are “sacred cows”—cannot be changed/eliminated
 - Areas of conflict
 - Survey Monkey to Congregation: What are 5 things....worked on, want to protect, etc.
- Most Interim Ministers are full time
- Budgetary concerns--full time salary and moving expenses
 - Especially for Full Time Searches
 - Interim/Contract (Consulting) Ministers do not visit before determining selection—any visits are paid for by the congregation
- Contract Ministry could be Contract (Consulting)-to-Hire
- During search cycle, churches select 2-3 candidates for interview process
- Next 2-3 weeks, ministers will be looking for churches looking for ministers
- Contract (Consulting) Ministers could be $\frac{3}{4}$ time
- Growing churches trending to look for ministers fresh out of seminary
 - “Teaching Congregation” “Learning Community”
 - Social Justice work would likely be attractive
- To Do:
 - Appoint Search Committee (at least 1 board member, 4-5 members total)
 - Complete application/Congregational Record
 - 4-6 Week Commitment, 10 hrs./wk. avg.
 - Interested Parties:

- Gene Pusateri
- Dianne Mason
- Molly Toth
- Beth Foster
- Luanna Jacobs
- Jeanne Tucker
- Gina or Mark Vance
- Jim Rogers
- Karen Lupidis
- Figure out what you can pay/salary right away
 - Salary for Interim will be more v. Contract (Consulting)
 - Fair Compensation for Geo Region 2
 - Interim and Contract would be available to begin in Aug./Sept. 2017

Andy motions to proceed with process for pursuing Contract (Consulting) Minister; Tom seconds the motion. Unanimous approval.

Consent Agenda

Treasurer's Report: YTD Budget, \$10-11,000 behind on operating budget
Check in the mail from Jack Brizzi's estate—to be added to the Reserve

Minister's Report: Recommendation to prioritize Ministerial search above the steeple. Deeper discussion for later—possibly a Board convening Sunday before service—later bring in leaders from various committees. Proposed date: April 9, 9:30 AM

- Volunteer Fair on Sunday, April 9
- Stations for:
 - Young Adults - Molly
 - Social Justice - Gary
 - Hospitality - Anita
 - Worship Associates - Sarah Lowry (not Lown)
 - Equal Exchange - Louisa
- Make sure to collect sign ups!

Andy motioned to accept to approve Consent Agenda, Linda seconded, unanimous approval.

Old Business

Share the Plate for May: Minister's Discretionary Fund

- Give examples what it's used for: food, utility bills, etc.
- All requests are confidential

Fundraising Initiatives:

- Collectibles Sale in May—blurb went out soliciting for donations
 - Make a priority—make poster for display during coffee hour, etc.
 - Announcements should include new information: Save the Date, bring your stuff, we need volunteers, etc.
- May 6 Growth and Stewardship event in Akron

125th Anniversary:

- Steeple Meeting, discussions on going.
- Logo for t-shirts, design competition for church members
- Committee reconvenes at the end of April
- Working on guest speakers for weeks leading up to 125th Anniversary in fall

Stewardship for 2017:

- \$92,820 pledged; 59 from active members, 16 from friends
- Statements and messages as appropriate—via email
- Five friends giving money as a “pledge”
- Belonging Meeting at the end of April to nurture friend to become new members

Thank UUs: Ellen and Lowell for luncheon and Stewardship

New Business

Generative Discussion

Roles for May

Facilitator: Tom

Process Observer: Molly

Time Keeper: Linda

Thank UUs: Anita

Bits from the Board: Andy

Minutes: Sarah

Next meeting is Tuesday, May 2

Meeting concluded at 8:05 PM

Minutes recorded and submitted by Sarah Lowry