

Unitarian Universalist Church of Cheyenne
Board of Directors Meeting
July 12, 2016

In Attendance: Lynne Weidel, President; Garth Shanklin, Vice President; Paul Howard, Treasurer; Birgitt Paul, Past President; Members-At-Large: Audri Matta, Camellia El-Antably; Rev. Audette Fulbright

Absent: Natalie Vernon, Secretary; Hailey Ellingham, Member-At-Large

Guest: Joey VanSchalk, Finance Committee; by “Zoom” – Rev. Keith Kron, Director of Transitions, UUA; Sarah Shurr, Transitions, UUA PACIFIC Western Region

Call to Order: The meeting was called to order at 5:45 PM by Lynne Weidel, President.

Mindful Meeting: Board members shared the gifts/hopes each brings to the work of the Board this year:

Audri: New generational aspect, perspective and involvement; Birgitt: empty “basket” ready to do the work with the hope that lots of others will be contributing their part; Paul: Common Sense, going to make progress with the hope that we will not be asking the same questions next year; Garth: Ignorance, naiveté, patience, openness while keeping his critical brain in check; Camellia: thoughtful insight, attention, strong church, community action, non-repetitive and not rehashing; Lynne: thoughtful, inclusive leadership, hope that changes this year will serve us all well.

“Teaching Congregation”

- Conversation related to upcoming call with Rev Keith Kron, Director of Transitions, UUA:
 - Salary suggestion from Nancy Bowen at mid-range near mid \$50,000 range
 - Reminder of installation costs, possible medical insurance costs (\$5,000), moving costs, installation
- UUA assisting with expenses related to this being a new recruitment model
 - No monetary support but lots of guidance from the UUA nationwide and through UUA regions
- Two other churches that have pursued a similar path did it in different ways: 1) small congregation in Utah did not do an abbreviated, assisted search and 2) congregation in Montana had a single ministerial candidate interested who was a good fit
- Our goal is for increased revenues and decreased ministerial salary
- We will be breaking new ground with lots of flexibility
- We will be asked if we are ready to make a decision related to “Teaching Congregation” status

Discussion with Rev. Keith Kron and Sarah Shurr regarding a “Teaching Congregation”

- Looking at new way to settle a minister that is more financially helpful to healthy congregations, especially those churches that are in rural locations. There is a lot of human energy involved in a full search and in having an interim minister that may be better avoided.
- Questions from the board:
 - Nancy Bowen is recommending a salary that is similar to what we currently offer. That is not financially helpful to us at this time. What are your ideas about this?

- Currently looking at approximately \$84,000 without insurance and negotiated as a mid-size congregation. (\$44,250 - \$66,250)
 - Do not look at anything below a minimum of \$47,476; then ethics and justice become an issue. The closer we can get to \$54,450 salary and a total package of \$77,000 (salary plus about 40% for benefits) the better served we will be. The compensation number truly affects quantity and quality of applicants. A previous congregation that offered only a \$1000 above minimum in our geographic index only received one applicant.
 - If there is a package available at \$77,000, there could be a large group of people who will be interested.
- What if someone at the end of their career is looking for us, would we still be a “teaching congregation”?
 - It could be that we attract someone at the end of his/her career and UCC being named a “Teaching Congregation” does not take that person out of the mix. However, if we choose such an individual, we would not be considered a “Teaching Congregation”.
- The actual difference here is that we will have a UUA assisted search and not just being an “Teaching Congregation” conversation.
 - A UUA assisted search will likely involve less human energy and perhaps lower costs.
- Given this broad range of possibilities, what does the conversation with the congregation look like? Do we need to educate the congregation about a “change?” How do we bring them on board?
 - Good reputation
 - Part of a congregation that is in an isolated region
 - History with good placements
 - Rev. Kron feels that most people in this area understand that there may not be a permanent minister who stays more than five – six years
 - The benefits: Savings in costs, volunteer time, human energy as well as getting “extra support” from the UUA and MDD
 - One size fits all isn’t working for most
 - We get the opportunity to learn how to help other congregations follow our path and to give a new minister a great start in ministry
 - The cost of our last search was \$8,100. Would the assisted search reduce our search costs?
 - The search process would be expedited. The UUA will do the initial screening of candidates and refer those candidates that are a good fit with us. Our materials necessary for search would be less than in the normal search. Cost savings can result during the Search Committee’s vetting process depending upon how candidates are interviewed and how many are brought on site during the selection process. Also, there is significant cost saving by NOT having an interim minister.
 - Have fewer people on the search committee (five compared to seven)

- Assisted search with three congregations and to date has been “wildly successful”,
- We were hoping to combine congregational survey and cottage conversations. Is that OK?
 - Great pairing. Here is what we learned in the summer and this is what we want to build on in the fall.
- What support will be available?
 - Rev. Kron and Ms. Shurr would be the ones reviewing our materials for this search
- What does the “smaller” packet look like?
 - Pictures to be enticing
 - Talk about the importance of Sunday morning if that is our thing
 - Pertinent history that will make us attractive
 - Record sheet and packet overlap would be streamlined
 - Provide record sheet and let’s look at it and decide what else should be provided
- What is the timeline for search committee?
 - September is the latest
 - Records sheet needs to be ready by Thanksgiving
 - Website updated by January
- Protocol for teaching congregation developed at this time or will we be crafting this together?
 - We establish five things to work on in the next five years with a minister
 - Include those things that we would be able to provide to a new minister
- Director of Continuing Education in Loveland will be available to help us and is close by and has a history with us
- Final words:
 - Any anxiety we have is understandable, and Rev. Kron also believes that UCC as a congregation is much more capable than we think we are
 - Consider that increased revenue is one of the five year overarching goals
 - Good place for a minister to prosper and grow
 - We will be able to be formative in a new UUA program
 - Rev. Kron and Ms. Shurr are available for consulting

Garth commented that Audette has started this process and the excitement and marketing of UCC are present. What is really significant is that this provides us with the opportunity for an assisted search process. The title of a “teaching congregation” is more open ended.

Joey noted that we are looking for a relatively defined period of settlement. This is a five - seven year situation with either a new minister or a retiring minister. How does this help if we can do a full search without an interim?

Options:

1. Educational congregation with new minister and no interim
2. Regular search without an interim

Motion proposed by Camellia: The UCC will go into search for a full time minister with an assisted search process at this time. Second by Audri. The motion was unanimously approved.

Paul moved to pass the consent agenda. Second by Camellia. The motion was approved unanimously.

Roof issues:

- A bid for the roof repair is \$6,960.70 from Weathercraft Co. Per Mike Shonsey, the only other vendor option is BigHorn of Laramie because these two vendors have expertise with flat roofs. Mike is recommending we go with Weathercraft because we have had a good experience with this vendor in the past and Mike thinks that the development of a good relationship with a qualified vendor is important. Discussion followed.
- 1. **Paul motioned to request an estimate from Big Horn. Camellia made an amendment to Paul's motion to add that If Bighorn will not bid, Weathercraft will be engaged to do the roof repair based upon its bid provided to Mike Shonsey. Paul's motion with Camellia's amendment was approved by the following vote: 5 yays and 1 nay. If Big Horn does bid, both bids will be provided to Board members by e-mail and a vote by e-mail will be taken so as not to delay work on the roof.**
- Audette asked to task Shelley with follow through.

Cottage Conversation Meetings:

- Currently response has been low both in turn out and sign ups. The Board member who is assigned to a meeting date is tasked with calling those that signed up to remind them of the meeting.
- The first cottage conversation involved six - seven people who showed commitment to raising money (script< fair trade coffee) or being responsible for fund raising. The second conversation was canceled due to only one person attending.
 - July 23rd (Saturday) at 9:30 am: Audri Matta, Board Leader
 - August 2nd (Tuesday) at 6:00 pm Garth Shanklin, Board Leader
 - August 7th (Sunday) at 12:15 pm Paul Howard, Board Leader
 - August 17th (Wednesday) at 6:00 pm Camellia El-Antably
- Recruitment needs to occur at coffee hour and Welcome by the Count and Close person and any Board members who are present for Sunday service
- **To enhance attendance, Board members will split the membership list and make a personal call to each member requesting participation in the cottage conversations. Information regarding participation will be given to Shelley who will prepare a list of attendees for each session at least two days before the session. The Board member attending each session will receive the list from Shelley and will call attendees to remind them of the meeting.**

Welcome/Count and Close reminders:

- The Welcome/Count and Close person arrives 15 minutes before the service and checks in with Rev. Audette or whomever is responsible for the service in her absence. At that time the Board member will be advised of announcements he/she will make during the Welcome. Announcements by the congregation are discouraged except for Family Promise, Living Generously, COMEA and special fund raisers. The Board member should remain by the podium

during announcements by others to encourage brevity. If the assigned Board member cannot attend on his/her assigned date, he/she must arrange for another Board member to substitute and advise Rev. Audette or the service leader of the change prior to Sunday.

Search Issues:

Lynne will call a meeting of the Executive Committee of the Board to discuss issues related to the search including when to inform the congregation, the message to be given to the congregation, the selection and activities of a Search Committee. A report on this discussion will be made at the August Board meeting. **She asked that each Board member come to the next Board meeting prepared to make a recommendation for at least one individual to serve on the Search Committee.** The Search Committee must be willing to commit significant time to the effort and reflect broad representation of the congregation (new/old/kids/men and woman/diversity). We will appoint five members this summer.

Tentatively the congregation will be informed at In-gathering on September 11, 2016.

Welcome/Close and Count Schedule:

July 24: Audri

July 31: Lynne

Aug. 7: Paul

Aug. 14: Natalie

Aug. 21: Hailey

Aug. 28: Camellia

Sept. 4: Garth

Time Away:

August 8 – 24: Birgitt

July 24, Aug. 6: Garth

Aug. 11 – 22: Paul

July 13 – 21; first week of August: Camellia

Sept. 3 – 5: Lynne