

Splinters from the Board Feb.16, 2014 at 6:30 p.m.

Present: Ricky Courlander, Scott Daigle, Vicki Chessin, Laura McBride, Gisela Moffit, Grace Rollins, Janet Simon, Rev. Joe Cleveland

1. Chalice (Joe) lighted
2. Welcome and check in (Gisela) - all
3. Consent Agenda – Minutes of Jan. 2014 meeting- approved
4. Updates/ Announcements:
 - b. Flow chart (Laura McBride)-Laura is producing 8x10 sheets with photos, names contact info and if they are a volunteer. They are nearly ready to post in Fellowship Hall so folks know the Board, Committee chairs, interest groups. A new thought re possibly add photos in our directory on line.
 - c. Handbills/handouts of interest groups with pics (Laura) – coming soon in black and white
 - c. MidAmerica Region Assembly will be Saturday, April 12 in Ann Arbor–Gisela, Joe, Michelle Whitney are interested in going. Possibly: Laura McBride, Ricky Courlander, Scott Daigle and others might go – we will invite all others.
 - d. Moral March (Vicki) - Vicki will present a Worship service about the Moral March on March 30.
 - e. Directory – New one is out and has a purple cover. It is available on line within the password protected portion of the Web site. (Password: uufcm14)
5. Interim Minister's Report (Joe) – Joe has used a new performance appraisal form with Kirsten. While it has more than needed for her position, it worked well. He met with Nikki Henry, our retiring ¼ time RE Director, for an exit interview. She recommends the next RE Director become a member in the Michigan LREDA group and be made aware of other resources like helpful Michigan congregations (Kalamazoo UU for one) –for a career minded RE Director there are some new Renaissance modules=training sessions. Nikki has found the Tapestry of Faith is a good curriculum –the main challenge is picking the correct curriculum for the wide mix of ages in each of our groups of students. There is a new release of a multi-generational curriculum in Tapestry of Faith on- line that may be good. The last two social events for youth Nikki planned were cancelled for lack of interest. We shared speculation on why this may be, including the many other events in the life of the church, in families, weather, others?
Thoughts on next DRE. Nikki sees the need for a more visible presence in Worship: a more extraverted person. The job description needs to be revised. RE Committee will do this and lead the search.

Joe is thinking about how to combine our growing interest in social justice and our social events. Brainstorming occurred.

6. Transition Team Report (Joe) attached – next Congregational/Transition Team meeting is February 23, 2014 after worship. The Interim Appraisal final form produced by the TT took tremendous effort and time. The Board received it with appreciation for the time and effort that has gone into getting us to this point. We recognized the skillful way they incorporated the conversations they had with the Board. We appreciate being able to collaborate and are excited to see what is next on our path. Joe's appraisal was also received: all 9 pages. Both are useful tools for our growth.
7. Worship Team report (Vicki) – attached -no action needed. The committee refined upcoming plans for worship services and have initiated discussion about alternative approaches that continue our high quality, but are a somewhat more casual approach for the 6 weeks of summer that Joe will not be there.
8. Treasurer's report (Ricky) – monthly report attached. Ricky discussed our CD options for one coming available: 3 MO = 0.2%, 6 mo.=0.25% 1 yr.=0.3% 2yrs=0.45% We have other CDs coming mature in May 2015 earning 1% May 2014= 0.7% The board approved placing the current available \$10,000 in a CD for 2 years coming due in 2016 at 0.45%.
9. RE committee report (Scott) – no action needed.
With the departure of the RE Director, Nikki Henry, the RE Committee has reviewed the RE program for the rest of this year and made sure it will be executed. The current members: Cynthia Damer, Bill Tinsley, Norma Bailey, Justin Henry asked the board to address the question of whether to hire the next RE Director from within or outside the congregation. The board recognizes pros and cons either way. The board will support either with the caveat that there needs to be clarity of roles. If the person comes from within the congregation we must all be clear what is expected within their paid job description and when they are acting as a member. The "voice" with which we address staff versus a volunteer is different. This issue may be encountered with RE Director who comes from the congregation , but also with volunteers, who are not paid staff, but have taken on specific "jobs" for the congregation. The RE Committee may follow their best judgment posting the job description internally and/or externally and selecting the person they feel is best suited to present to the board for hire. Scott was asked to convey that the board stands ready to help in any way the committee needs. We look forward to seeing the new job description, and would be willing to add persons to the hiring team if they request.
10. Social Action report (Grace) –no action needed. Vicki and Michelle Whitney attended the Moral March in Raleigh, N Carolina, February 8. Janet Simon is participating in a Walk for Warmth in Alma next Saturday with Consumers Energy doubling any match. Vicki will plan our participation with our new Standing on the Side of Love banner in the Highland Festival Parade, May 24, 2014 with the GLBT folk if they walk again. Restoration House project went well.
11. Membership committee report (Laura) - no action needed. Next Path-to-Membership is going to be March 16.
12. **Miscellaneous Reports (no action needed)**
 - a. Social Fun (Laura) -attached

- b. Building Manager (Janet) – Tina reports snow removal needs to include the entire sidewalk. One fluorescent light ballast needs to be changed in the Fellowship Hall. She replaces the bulbs and cleans the sanctuary chandelier on schedule twice a year.
Janet will let her know of the offer of help from James Simmons and Deb Simmons so she can contact them and see specifically in what ways they are offering help and work out a line of communication. The shelves for the basement still need to be assembled.
- c. Publicity – nothing here
- d. Communication Task force (Grace) nothing here
- e. Caring Committee (Laura) – nothing to report. Liz Dealing is doing cards.

13. Old business –

- a. Update on Stewardship (Vicki/ Gisela) - Stewardship letter is ready to mail. Gisela continues to recruit for Circle Supper hosts, Ambassadors and testimonials. Ambassador training needs to be set. Various approaches discussed. Joe will discuss supporting the church as a spiritual practice from the pulpit. Giving is important to oneself and the beloved community – The ambassadors' script may refer back to Joe's words and ask people to reflect on them. People need to set their own goals in order to be committed to meeting them.
- b. New vision/mission statement (deferred) – possibly at a spring Board Retreat.
- c. Retirement packet. For Joe- The board has reviewed the package as presented by the UUA and authorizes Gisela to sign it.

14. New business –

- a. Budget Proposal for 2014/15 – presented at the Fellowship Life meeting today.
- b. Board tickler for February – Liaisons need to inform their committee chairs of the need to write a summary of the committee's activities over the past year for the Annual report – 1) reflect on what they have accomplished, 2) what might be accomplished next year? And 3) list and thank their members and volunteers. We need to address Bylaw changes to be published in April and voted on at the Annual Meeting on May 18.
- c. Fellowship life, March 16 – Announce the Congregational/TT meeting for March 23. Talk about stewardship drive. Sign up for Circle Suppers begins.
- d. Adult RE: The 2000 Years of Heresy movie series is being led by Joe: The 3rd movie will be shown on Sunday, March 9 and Tuesday, March 11. The 4th movie will be shown on Sunday, March 16 and Thursday, March 20. There was some discussion about offering a "2000 years of Heresy marathon" perhaps over 2 days with 3 movies each for people missing the series.
- e. Candidates for next year's board (Nominating Committee: Grace Rollins, Janet Simon and Joyce Henricks) presented for open Trustee Member position: Janet Simon. This would be her first 2 year term. She has been filling the end of a two

year term vacated after one year. President Elect: Annette Pratt and Justin Henry are considering the position and for Treasurer: Dave MacLeod and Capelene Howse are considering.

- f. Creation of "Congregational Life Committee" discussed- Joe and Gisela- there are several committees consisting of one person and there was discussion about pooling somewhat compatible committees to provide support. An example would be the Caring Committee, Hospitality, Welcoming, and Membership Committees. Pros and cons discussed. At present Social Justice works well as short term task forces that arise when individuals have passion to lead. Joe asked "what are the needs that keep people from getting involved?"
- g. Clarification of rules and duties of volunteers versus staff. – see above discussion under RE Committee report.
- h. Consider adding more members to the board.-issue raised and tabled for future discussion.
- i. Consideration for a Board Retreat this spring to address Mission and Vision. Suggestion to invite the TT members for some or all. Tentatively planned for Saturday, May 17

15. Meeting adjourned at 9:30 pm

Next meeting will be Sunday March 9, 2014 6:30PM at Center

Respectfully submitted by Vicki Chessin, secretary