

Board Minutes, January 15, 2013

Attending: Kari Andrade, Maj-Britt Johnson, Ginger Long, Elsbeth van Tongeren, Scott Provan, Mary Hulett, Becky Waibel, Andrew Hennessy-Strahs, Peter Bird, Dave Klibanow, Laurence Kirsch, Sally Freeman

Guests: (Faith In Action Team) Julia Dawson, Bob Weston, Tracy Kuhlman, [Carter Smith (absent)]

Dave lit the chalice at 7:15.

Opening: Becky is board member of the month and did a reading by Marcel Proust.

Board Sharing & Announcements

1. Retreat dates and food/help sign-up will be emailed out by Becky.
2. January 27 we'll be honoring old board members and installing new members during both services. Ideal is if Board could attend both services. (Follow-up email requested RSVPing attendance to Maj-Britt)
3. GA recruiting (addressed in follow-up email by Becky; names should be forwarded to Elsbeth/Frankie)
4. Sign-up sheet for board member of the month/birthday passed around.

Board Learning--Faith in Action Team

Julia gave history of development:

- Covenant-like group, Sacred Fire, started by Nato with a few members studying UU tradition of social justice
- Sacred Fire asked: Why do we want to do social justice?
- Now Faith in Action group answers: How do we want to do social justice?

Tracy introduced Mission and Criteria:

MISSION: To facilitate the congregational process of "effecting change through our love of the world." To help our congregation become a multigenerational, diverse and multicultural community, to develop and steward sustainable, effective action grounded in faith, to create a congregational discernment process, to facilitate collaboration with aligned groups in the community, and to help establish strong links to UUA social justice work.

Criteria for our congregational works:

- a. They should include collective, congregational action
 - b. They should be guided by an anti-racist, anti-oppressive, multicultural lens
 - c. They should be accessible to those of different abilities, resources, time, money, age, etc.
 - d. They should be theologically grounded
 - e. They should help us engage as partners, building relationships in community
 - f. They should be part of ongoing faith development, both individually and congregationally
- We don't want to think of people as tools to complete social justice; we want social justice to help us develop faith

Bob described Role and Activity, Responsibilities, and Membership:

ROLE AND ACTIVITY:

1. Facilitate an annual congregation-wide discernment process.
2. Assist in developing new social justice initiatives in the church in terms of support, workability, alignment with Mission and Vision, theological basis, and resource availability.
3. Review existing activities in the church to ensure that resources are available and sufficient.
4. Provide support for a small group session that creates a dialogue of support for those involved in justice work.
5. Sponsor curricula and workshops on multiculturalism that are multigenerational.
6. Coordinate communication between and among the Community Service Ministry, Peace & Justice, ECO, Standing on the Side of Love, Justice United liaison, Mutual Aid liaison, UU Connections Ministry, children's/youth ministry and other relevant groups.
7. Ensure accountability to our congregation's religious vision according to criteria above.

RESPONSIBILITIES:

1. Report to Ministry and Management Team
2. Meet bimonthly
3. Communicate with congregation concerning Faith in Action Team activities, programs, workshops and events
4. Collaborate with the minister and staff
5. Create an annual report of activities

MEMBERSHIP:

1. Open to all members/friends who support the mission and goals of Faith in Action Team
2. Participate on a regular basis and share meeting leadership role and minute taking
3. Agree to attend a "Sacred Fire" course or read Richard Gilbert's "The Prophetic Imperative"
4. One committee contact person will be chosen yearly for ease of communication

- Facilitate a congregation wide discernment process (e.g., if immigration is a UUA study action issue, how could we cover it across our various church groups?)
- Help support financially various committees at church.
- *The New Jim Crow* is this year's community read of UUA/SEA. FIA will lead discussion sessions.

Discussion points between Faith in Action (FIA) team and Board:

- Currently FIA has no budget, but has signed up for a parking lot fundraising slot. FIA may need/request money down the road.
- Question was raised as to whether financially supporting FIA would delete funds available to other groups. FIA has considered this internally as well. Goals are complementary and overlapping. FIA wants to link to larger UUA also.
- FIA wants to foster broad unifying themes/efforts across the various social justice groups. This has happened in the history of the church (e.g., Civil Rights in the early period, opposition to Amendment 1 in 2012).
- It was noted that our social work is a natural mix of individual action based on individual interests (i.e., competing issues and individuals choose because of time the focus that aligns with their priorities) versus broad and unified collective action (e.g., Amendment 1) that rally the majority of members to concentrate efforts.
- Because social justice is one-third of the Church's mission, it was proposed that the Board should support the Faith in Action team as the committee that builds on work related to our vision, such as developing multi-culturalism. Other churches, such as Eno River, bring in trainings to do so.

After agreement by FIA team to change charter terminology from Criteria to Guidelines in the heading “Criteria for our Congregational Works” in order to lessen the need for strict measurable results, Kari moved and Mary/Dave seconded that the Board accept the Faith in Action team’s charter as a new group at the Community Church of Chapel Hill. Passed unanimously.

Consent and Receipt Agenda

December minutes and receipt of items were approved in a motion by Mary and a second from Peter/Dave, noting that the budget process is being received and not approved in this consent.

<http://c3h.wikispaces.com/file/view/Board%20Minutes%20Dec2012.pdf/393595220/Board%20Minutes%20Dec2012.pdf>

Old Business

1. Minister Search

Mary created a time line of key winter/spring 2013 dates in the interim minister and settled minister searches.

Interim minister search:

a. The UUA form requires a date when the Board decided to hire an interim.

Mary moved that the Board decide to hire an interim minister; Kari seconded. The motion passed unanimously.

b. General board discussion on size/composition of interim minister search committee.

- Suggestion is made that a small focused committee could accomplish the goals/priorities set by the Board and congregation.
- Others questioned if a committee that is charged with such an important task should be so small.
- Because there will be several different committees needed in the selection/negotiation/transition of interim and settled minister, each with different individuals, it was suggested this committee be small.
- Point is made that even if it is an even number (e.g., four), the committee’s choice of interim minister should be a consensus not just a majority.

Motion: To set up an interim task force of four members, approving Mary Hulett and Frankie Price Stern as the initial two members, allowing them to nominate the remaining two members to be approved by the Board at the February meeting. Kari moved and Elsbeth seconded. Motion approved unanimously.

Settled minister search:

Discussion points about composition of settled minister search committee:

- The Church by-laws say the search committee will be made of 7 members and 2 alternates.
- UUA board/guidelines say don't do this (i.e., omit alternatives or eliminate them early in the process)
- It could be desired for the congregation to choose 5 committee members and for the Board to choose the remaining 2 to insure desired diversity. However, the church by-laws state all committee members are selected by the congregation.
- Currently there is no district executive assigned to assist us—two possible names were listed in materials. It would be ideal to invite the district executive to the February board retreat, but it may be too late. Becky will take on the task.
- More time is needed by the Board to research the church's by-laws in relation to a settled minister search committee and to propose alternatives for change. Questions or input from board members should be sent to Mary so the topic/recommendations for change may be addressed in the February board meeting.
- A subcommittee of the Board should be tasked with gathering potential names for the slate, bringing them to the February board meeting. Mary, Dave, Kari, and Becky will be the subcommittee. They will talk with congregants and staff, including Maj-Britt.

2. Finances

Laurence introduced financing issues of ministerial search to Board. Expected costs of searches will be \$40,000—\$30,000 ending in 2014 and \$10,000 in following year. Finance thinks there is \$7,000 allotted/available now. Discussion point is made if we hire on Aug 15 rather than Aug 1, we could save about \$5000 because of salary/benefits. Board may want to transfer the Sabbatical fund to cover ministerial search/hiring. With various funds that could be redesignated, there might be about \$16,000 currently available within the budget. Finance committee will need to figure out amortization. Interim ministers get paid the same as settled – no savings there. This topic will be discussed further at the retreat.

3. Memorial Rock

- Policy has been approved by task force, but actual wording has not been approved.
- General thinking: If someone wants ashes scattered, they have a reason for it. If we set up exclusions, it may stop it from happening.

First Reading:

There are no restrictions on whose ashes may be scattered at Memorial Rock.

Restrictions may be added later, such as:

- notify church

- where to scatter

A restricted fund supporting Memorial Rock will have to be approved by the Board. Andrew will submit a written record of the “First Reading.”

New Business

1. Undisbursed funds

- new pledge money that is unallocated gets divided up into various committees
- strong stewardship team this spring; events that will involve spending money
- Request by Maj-Britt to move \$500 to Stewardship.

Kari moved and Ginger seconded to allocate \$500 of new pledges currently unallocated to the Stewardship committee. Approved unanimously. Maj-Britt will let Paige know.

2. Not discussed because of time: Annual Vision of Ministry

UUA packet notes that a ministerial search gives congregations a chance to think about what they've done and where they are going and how it might not have matched with what they thought would happen.

To Do List

1. Board subcommittee for settled minister search will identify members for slate.
2. Finance committee will be prepare options for amortization to cover search.
3. Interim minister committee will identify 2 more members before the next board meeting.
4. Becky will meet with Maj Britt, find 2 district representative names and contact them, including inviting them to board retreat. She will also send out retreat materials/food sign up to the board.
5. Andrew will send written record of Memorial Rock first reading.
6. Mary will draft by-law recommendations in context of settled minister search committee.
7. Maj-Britt will let Paige know \$500 is available.

Recommendations/observations for future bard meetings:

1. Put most important items first.
2. Meetings start with non-urgent Board Learning; then important items take longer.

Closing

Those in a hurry do not arrive – Zen.

Adjourned 9:18 p.m.

Respectively submitted by
Sally Freeman