

## Church Council Minutes 1/22/13

### Reading (Carolyn)

#### Check in (20 in attendance)

Suggestions from Peace and Justice: 1) Map of outlay of buildings posted by office door so people could find rooms. 2) Sunday bulletins - do like Binkley, send it out on Fridays as a "Friday update" - include announcements.

#### Announcements (Carolyn)

1. Quarterly update to directory - distributed.
2. Interns office open for any kind of volunteer work. Open for groups to do work.
3. New website up and running by 2/15 thanks to Marion. New program is easier to use than old, so they'll be doing training sessions both as needed and at April Church Council meeting.
4. Spring cleaning on a Saturday morning - not clear indoor or outdoor? Need someone to help organize it. There will be a warning period where people can go through their committees' stuff. Worship and Arts are cleaning out closet on stage left so grab anything that's yours. Maybe break it into sections?

#### Stewardship (Paige Smith, Kathy Farinola, Ruth Leopold, Becky Wilkes)

Making some big changes – it will cover a shorter time period. Kick off on March 10th with Stewardship Sunday, with lead in before then. That's the day we change our clocks - one service at 10:30 followed by a Stewardship Fair in Jones Building. Table set up for each of the ministries to highlight all of the good work we do - "Celebrate the Church." There will be food and music and activities for kids.

Then the stewardship campaign will end on April 19th. Close out campaign with big party on a Friday night. Can come to party if pledged or come with pledge card. (There will be a hardship category.) There will also be a stewardship card that includes talents and what we receive by coming to the church. Part of a move towards year round stewardship. Connect the dots between what we receive and what we give. May have give-aways or a procrastinators' challenge.

Incentive to go table to table with a passport and you get stamped and may have an award for those with the most stamps. May have questions for which you have to go to each table to get answered. Each page of passport may have a grouping of committees that should share a table. Send suggestions for logos and each ministry will have a stamp. Or maybe get a ticket for drawing so the more tables you visit the more chances you have to win from the drawing. Contact Paige if you need to get back to her. They'll start a big push for this 2/17 - the day after the auction.

[Paigesmith50@gmail.com](mailto:Paigesmith50@gmail.com).

Could have sign up sheets at our tables and need to have at least 2 people manning our tables. Help spread the word!

### **Conflict Resolution - bring this back to teams (Lilie Bonzani)**

Conflict is an important part of any congregation - how it's managed is really important. Committee on Ministry is tasked with developing tools for managing conflict. Not that we have anything that is a real problem right now, but best to have these things in place in advance of need. Towards this, they have developed 3 tools for us all to use.

Trifold brochure will be in the commons where people can pick it up (reviewed during meeting). If conflict remains unresolved, there are two other tools (all adopted by board). Mediation Procedure - go to Committee on Ministry to request help. Both parties must be interested in mediation. Because it hasn't been a big issue to date, the Committee isn't going to go through training, but we can hire a mediator through the Dispute Settlement Center in Carrboro. If still not settled and it's disrupting the church, then go on to address disruptive behavior (don't have to go through mediation first, but should try if appropriate). Church needs to think about safety of church and congregants. Can go to Committee or directly to Minister/Board if feel safety jeopardized. They will determine next steps. First level of action - if go to Committee, inform Board and Minister and then meet with person. May begin mediation process. Or person may be suspended from church activities for a defined amount of time. If warranted, may need to permanently remove person from church activities. Board would make that determination. All this will be in March's newsletter and on the website.

Everyone seemed to appreciate the work that was done on this. Very reflective of our values. Resources included UUA and other congregation websites.

Their next task will be security - fire, tornado and security. Chief of police said there is no way to protect ourselves from random violence, so they will not be addressing that aspect of security.

### **Listening Circles - Justice United (Joan Garnett)**

Larger Justice United is starting a new cycle. Each church brings their congregations' top 3 concerns. We are doing listening circles to hear what is important to our congregation. There will be some general times (was in order of service Sunday) that everyone can go to as individuals. Committees can also opt to get involved by requesting a short or long listening session from the Justice United Committee. Hope is committees that are working a lot in the community will have a longer listening group. Justice United Committee is also being retrained on listening sessions to ensure that all churches are trained the same way. All are invited to the January 28th training at 7pm at St. Thomas Moore as well.

We should bring this up with our Committees (see handout). March and February is the timeframe. Local is Orange County, but could bring up issues in other counties as well.

### **Transition - How it Will Work (Mary Hulett)**

1. Have interim minister for 1 year, per Board. Board selects the person. Will have a committee of 4 members who will put together a package and UUA has input. We tell them what strengths we need by early April, get 5 names in mid April, offers go out by May 5th and we know May 7th if we get one of our choices. If no success, do it again. Should be in place by mid August.

February 3rd we will have a UUA person for each service who will review process with whole congregation. She'll be joining the Board Retreat that weekend.

2. A sub-committee of the Board is finding people to serve on the settled minister search committee. Our by-laws say we have 7 people on the committee and 2 alternates. UUA recommends no alternates. Board will discuss. There is a March 24th special congregational meeting to elect the settled minister search committee. Meeting between services. List of names will be sent in advance. Notice will go by mail and email. If we know someone who should serve - please let Mary Hulett, Becky Waibel, Kari Andrade, or David Klibanow know by next board meeting (2/12). Will know settled minister by May of 2014 and they'll start that August. Search committee members must be members. Think about diversity in nominating. Maj Britt's last Sunday is the second Sunday of June. This process costs about \$40,000, spread over 3 years. Sabbatical money will go towards that - we have about \$8,000 for this. This assumes salaries roughly equivalent. *(Editors note: the Board learned from the UUA transition representative that the process should cost more like \$20,000. Good news!)*

February 3rd and March 24th are the big dates to review with our Committees and then also request nominees (prior to February 12<sup>th</sup>). If folks have strong opinions on what we need in an interim minister, let the Board know before their March meeting. (strengths, etc.)

**Next month is budget month!**

Please bring budgets tied to goals.

Carolyn will send us handouts in electronic format for us to share with group.

**Next meeting: February 26<sup>th</sup>, 7-9pm**

**Go in Peace**