

Approved as submitted: UU Congregational Meeting Minutes  
December 11, 2005

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Welcome and Call to Order  
Chris Clothier, the president of the Board, called the meeting to order at 12:35pm.

Opening Words and Chalice Lighting  
Rev. Bill Breeden gave the opening words.  
Laura and Jerry Jesseph lit the chalice.

Establish quorum  
56 members signed in for the meeting. 38 members were needed for a quorum.

Introduce Parliamentarian  
Chris Clothier introduced Steve Dillon as parliamentarian.

Approve Minutes  
MOTION: Harlan Lewis moved that the minutes from this meeting be approved by the Board.  
2nd: Ruellen Fessenbecker  
VOTE: passed unanimously

Treasurer's Summary  
Chris Clothier read the Treasurer's Summary. The budget is a little ahead of plan and currently in the black by over \$5,000.

Amendments to Bylaws:

Amendment to Bylaw 4.9  
MOTION: Harlan Lewis moved that we approve the amendment as presented.  
2nd: Jack King  
VOTE: passed unanimously

#### Amendment to Bylaw 4.10

MOTION: Harlan Lewis moved that we approve the deletion and accept the amendment as presented.

2nd: Ruellen Fessenbecker

VOTE: passed by over 2/3's majority with 1 abstention

#### Amendment to Bylaw 5.5.3

MOTION: Joan Bennett moved that we approve the amendment as presented.

2nd: Joan Caulton

Discussion: Cookie Lynch questioned whether we should change the wording to include "of the Board" to specify which Vice-President.

FRIENDLY AMENDMENT: Ruellen Fessenbecker moved to add the phrase "of the Board" to the wording.

John Crosby wanted to make sure the current Vice-President had been consulted about taking on this responsibility.

Jason Hill, the current Vice President, responded that he agreed to this amendment change.

Chris Clothier added that the amendment change reflected the current practice of the church over the last several years.

Mary Andrus-Overly asked the Board to check the wording of the other sections in Bylaw 5.0 to see if they included the phrase "of the Board" to specify each office.

Dorothy Sowell found that the other sections of this Bylaw did not include the phrase "of the Board."

A Call was made to have the original, motion stand as is.

Harlan Lewis noted that future Vice-Presidents need to be made aware of this responsibility.

Chris Clothier noted that this amendment would make it officially part of the written job description in the Bylaws.

VOTE: passed by over 2/3's majority with 2 abstentions

#### Green Sanctuary Report

Ann Veldman and Keith Vogelsang summarized the work of the Green Sanctuary Task Force. This task force arose from the Unitarian Universalist Association (UUA) General Assembly's study/action issue on the threat of global warming.

A copy of the manual is available in the church library. The Task Force has completed an environmental audit of

the church that will be submitted as part of the application process to the UUA to establish our church as a Green Sanctuary. The audit included assessing energy use, recycling, and landscaping. It also highlighted the Earth Stewardship Theme in our Religious Education programs and worship services. Keith Vogelsang will make copies of the environmental audit available to church members and friends. Task force members presented possible Action Plan projects involving worship and celebration, environmental justice, Religious Education, and sustainable living.

#### Update on Staff/Lay Leadership Covenanting

G. K. Rowe summarized the information from the Staff/Lay Leadership Covenanting. This covenanting process delineated who had ultimate responsibility or shared responsibility for various church activities.

Securing the building was given as an example. Chris Clothier will make copies of this information available to church members and friends.

#### Risk Management Walk-Through Update

Jason Hill summarized the information from the Risk Management Walk-Through done with our new agent from Church Mutual. Sandy Hill spearheaded this action after attending a Risk Management Seminar in the spring of 2005. Sandy Hill is continuing to follow through by doing oversight of our needs. Some items have been taken care of already. Some items under consideration are 1) asking outside groups to give proof of their insurance coverage, although this may not be feasible, 2) issues about insurance of personal property and 3) earthquake insurance. Jason Hill will make this information available to church members and friends. Questions may be directed to either Jason Hill or Sandy Hill.

#### Update on Visioning and Long Range Planning Group

Chris Clothier updated us on the work of the newly established Long Range Task Force. Our old long range plan was written for 1995-2005. The new task force will develop a plan for the next five years. The task force members, Scott Burgins, Diane Gregory, Alan Backler, Melinda Swenson, Aleisha Kropf, and Chris Haynes, are reading *The In-Between Church: Navigating Size Transitions in Congregations*. They have begun to gather information and statistics and will be holding focus groups to get input from members and friends.

#### Director of Religious Education (DRE) Transition Update

Rev. Bill Breeden shared information about the DRE transition activities that he has facilitated with the Transition Team. Lisa Minor, DRE, resigned in mid-November. The church budget allowed the church to offer Lisa Minor a severance package to honor her seven years of leadership as DRE. Lisa Minor greatly appreciated this. Cindy Port is our Acting DRE. Cindy Port brings experience to this position since she was the Interim DRE, January-May 1998. Cindy Port will possibly stay on as Acting DRE from January through June while the DRE search is conducted.

Libby DeVoe asked if Lisa Minor would be following the policy of not participating in our congregation for the next year similar to Rev. Barbara Carlson's decision. Rev. Breeden stated that Lisa Minor would be following that policy. The UUA's LREADA group recommends this procedure. Rev. Macklin explained that this procedure is a courtesy to ministers and staff who leave. If the ministers or staff stayed in the congregation, members and friends would continue to come to them with business. When the ministers and staff are gone for a year, then they can come back and be part of the congregation. Mary Andrus-Overly added that this procedure is a matter of professional ethics for our religious community and creates space for successors to get established. Rev. Breeden noted that we may have occasion to greet Lisa Minor and Rev. Carlson in activities around town. Rev. Mary Ann Macklin and Rev. Breeden will be talking with Lisa Minor and Rev. Carlson occasionally.

#### Report from the Co-Ministry

Rev. Mary Ann Macklin shared information about our Co-Ministry. Rev. Bill Breeden and Rev. Macklin met with the Heartland Unitarian Universalist District Extensions Committee. This committee reported that our Co-Ministry Team, great staff, outstanding music program, and congregation are doing things so well and have such vitality that we are "being watched" by other UU congregations. Rev. Macklin noted our appreciation for Rev. Barbara Carlson as she set this Co-Ministry idea into action. Our membership hovers around 400, which makes us an "in-between" (program/large) church. Rev. Breeden and Rev. Macklin are still doing some of the tasks that an interim minister would have done. Rev. Breeden and Rev. Macklin have discovered that our church structure has elements of both the pastoral and program type of church. Our

task will be to match the structure with the growth that has happened. On February 10-11, 2006, our church will have a Transition Retreat conducted by our consultant, Rev. Barbara Child. Rev. Child will meet with the ministers, staff, Board, and lay leaders to discuss organizational structure. A celebration is planned for February 12 to recognize "long time members" and to reflect on who we are and how we will move forward. Rev. Macklin expressed excitement about the amount of new leadership in our congregation and concern about finding new areas of leadership for "old" leaders. A big worry is that people disappear. New members are encouraged to join a group that nurtures their soul and to make a financial commitment. In our growth and transition, efforts will continue to create a community of caring.

#### Personal Communications

Chris Clothier asked for personal communications.

Chris Clothier noted that there is a Mid-Size Congregation Conference in Phoenix in early March. The keynote speaker has written books on churches in transition.

Chris Clothier reminded us about UUA GA meeting in St. Louis from June 21-25.

#### Closing Words

Rev. Mary Ann Macklin gave the closing words.

#### Adjourn

Chris Clothier adjourned the meeting at 1:31 pm.

Respectfully submitted,

Dorothy Sowell  
Secretary