

FIRST UNITARIAN UNIVERSALIST CHURCH
Mid-Year Congregational Meeting
January 24, 2016 Minutes

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1	Sign-in and Seating	11:30 (10)
2	Opening Words – Rev. Jennifer Brooks <i>Read “Long Haul People”</i>	11:40 (5)
3	Welcoming and Announcement of Quorum – Chas Williams, Moderator <i>Attendance of 158 announced. Quorum of at least 104 required. Quorum reached. Moderator reminded participants to stay as the votes on item #10 require the quorum. Meeting called to order.</i>	11:45 (3)
4	Approval of May 17, 2015 Annual Congregational Meeting Minutes <i>No corrections noted. Minutes stand approved as presented.</i>	11:48 (2)
5	Governance Update – Carlos Hoyt, Board Chair <i>Reviewed meaning of the word “governance” (versus the word “ministry”). Reference to Dan Hodgkiss book, “Governance and Ministry”. Board and staff work in partnership. Also have worked to establish clarification of “committees” versus “teams”. Teams are more action-oriented while committees do more ongoing governance-type work.</i>	11:50 (5)
6	Transition Update – Rev. Jennifer Brooks <i>Our work is to have a model in place to help transition to the new settled minister. Announced members of newly-formed transition team: Tony Skrabak, Amy Watson, Conner McCrystal, and Ben Sostrum. They will begin work on Mission and Vision. Will help us rediscover this together.</i>	11:55 (5)
7	Settled Minister Search Team Selection Process – Ginnie Vogts, Board Vice Chair <i>Informed congregation about the “best practice” of consulting all members to ask for recommendations for search committee members. Phone calls will be made by Board and LDC members to ask for suggestions of candidates, and to ask whether an individual would be willing to serve if asked. A slate of 5 members will be compiled from this and then the Board appoints 2 additional members. Rev Lynn Kerr will be here next Sunday to discuss this process.</i> <ul style="list-style-type: none"> - <i>Question regarding whether there will be more than 5 (potential candidates) on the slate. Board chair stated this is a new process and the slate will depend on how many people receive multiple mentions by others.</i> - <i>Is there a restriction on or criteria for who can be chosen as a settled minister. Do we have to stay with the UUA recommendations? Rev Jennifer said there are no actual restrictions. Names are given to the</i> 	12:00 (10)

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	<p><i>search committee of individuals who are interested in this congregation. Search committee could look at others, including ministers already serving elsewhere.</i></p> <ul style="list-style-type: none"> - <i>Question about phone calls. Asked whether someone could self-nominate. Self-nomination is possible.</i> - <i>Clarification – the purpose of the phone calls is NOT for Board or LDC members to propose a slate, but to ask the congregants for suggestions.</i> - <i>Member addressed frustration with not hearing about formation of teams (transition, etc.)</i> - <i>Clarification question: There is no relationship between transition team and settled minister search team.</i> <p><i>Moderator called for end of discussion at this time.</i></p>	
8	<p>Treasurer's Report – Carlos Hoyt for Debra Boyd</p> <p><i>Capital campaign going very well. First draw on equity made many months after expected, saving a good amount of interest paid. Annual pledges are a little short at this time. Holiday appeal also did not meet budgeted expectations. Expenses are 2% less. Asked for continuing pledges and announced the upcoming rummage sale (and auction.)</i></p> <p><i>-Question about what percentage of the holiday appeal went to Feed My Sheep - answer was 10%.</i></p>	12:10 (5)
9	<p>Stewardship Update – John McCrystal</p> <p><i>Presentation of principle of “all members are stewards”. Church requires every member's time, treasure and talent. Mentioned many avenues to being a steward other than just calling people and asking for money. Call to action for all members to consider being stewards in the future, adding the important “personal touch” and to give volunteers the opportunity to engage with others in conversation about First UU. Additional reminder about the auction as it was not on the agenda.</i></p>	12:15 (5)
10	<p>Constitutional Amendment affecting the Leadership Development Committee – (Carlos Hoyt, Edgel Alley)</p> <p><i>History – approved Board reduction last year from 12 to 6. LDC was not able to propose a similar reduction in size last year before the annual meeting. Because of the dual slate and size of LDC, members spend 80% of their time reconstituting their own committee and only 20% of the time identifying potential new Board members. Decision to move role of leadership development to Adult Programs is to bring this function to a more permanent committee, and will free up LDC to focus on nominating. Discussed why a 4th proposal (changing LDC from a dual to single slate vote) was dropped from this meeting. 2/3rd attendance (106) required to pass any item. 3-yr term considered best practice by UUA, but</i></p>	12:20 (20)

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	<p><i>concerns were raised as to whether this would make finding LDC candidates more difficult.</i></p> <p>There will be three separate stand-alone votes:</p> <ol style="list-style-type: none"> 1. Change name to Nominating Committee, moving the Leadership Development function to Adult Programs. – Vote <i>-Question about name change. When would task change take place? Would be addressed in Board policy.</i> <i>-Does an abstention count as a “no”. Answer- it does not count as a “yes”. It stands alone.</i> <i>- Supportive comment on changing name and the role of the committee.</i> <i>VOTE PASSED.</i> 2. Reduce size from 8 to 6 members. – Vote <i>-Question about role of past-chair on LDC. Past chair is ex officio. This proposal addresses elected members.</i> <i>VOTE PASSED.</i> 3. Increase Term length from 2 to 3 years. – Vote <i>(will not take place unless #2 passes), but #2 passed.</i> <i>-Comment that 2-yr term encourages more “variety”.</i> <i>-Question whether expanding the term would expand the scope of the newly-named nominating committee. That would be a possibility.</i> <i>-Comment that voting should be presented at the top of the agenda and that there be more opportunities for information.</i> <i>-Comment about process (how many would be required to replace per year.)</i> <i>Present LDC spokesperson commented that most members now support keeping the 2-year term. Comment from present-year LDC (nominating) member in support of the 3-yr term. Addressed continuity with 3-year term, maybe making fewer meetings possible.</i> <i>-Comment by past member that 3-yr did make more sense and was discussed previously.</i> <i>-Comment about streamlining LDC meetings (use of podcasts, etc.) Would help with retention.</i> <i>VOTE DID NOT PASS.</i> (Proposed Constitutional changes shown on next pages.) 	
11	<p>Construction Update – Dave Richter <i>Construction is done! Occupancy of new classrooms will take place this week. Renovated rooms 7 and 8 are also available. Thanks to the congregation and</i></p>	12:40 (5)

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	<i>especially to Rev. Lane and the RE program for their flexibility and creativity during the construction. Planting day will happen in the spring and solar panels will be installed when no snow is on the roof.</i>	
12	Justice Action Ministry (JAM) Update – Steve Palmhouser <i>Addressed Black Lives Matter movement. Youth had addressed “school to prison” pipeline in service last week. UUA is having a 30 Days of Love campaign. MLK service projects mentioned. Highlighted multiple opportunities to work on social justice projects. Discussed CSAI which will be part of the upcoming GA here in Columbus. Theme of GA is Heartland: Where Faiths Connect. BREAD’s focus is jobs and economic opportunity. Reviewed public witness and collaboration opportunities for work on social justice.</i> <i>-Comment that there were some projects not highlighted in JAM talk.</i>	12:45 (5)
13	District Consolidation Update – Laura Howe, Vice President Ohio Meadville District Board of Trustees <i>On this Board for 5 years. Conversations about not losing the good of our district, but adding the opportunities to share more with other districts. Staffing changes have taken place. Staffing for districts comes from UUA. Board is looking at ways to connect congregations. Started a Congregational Advisory Council to address the changes. Region will be called CER (Central East Region), and will include what was previously was called Ohio Meadville (along with several other eastern and northeaster districts).</i>	12:50 (10)
14	Adjourn <i>Meeting adjourned at 1:24 PM</i>	1:00

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ARTICLE IV - MEETINGS OF THE MEMBERSHIP AND/OR CONGREGATION

1. There shall be two business meetings each fiscal year.
The Annual Meeting shall be held between May 1 and June 15. The day and hour and agenda of each Annual Meeting shall be set by the Board of Trustees. The agenda shall include (but not be limited to): year-end reports, ~~Leadership Development~~ **Nominating** Committee report and elections, unfinished and new business, and the adoption of the annual budget. Items to be voted on, other than new business, shall be so designated.

MEMBER ELECTED LEADERSHIP

3. ~~LEADERSHIP DEVELOPMENT~~ **NOMINATING** COMMITTEE

The ~~Leadership Development~~ **Nominating** Committee shall be composed of ~~eight~~ **six** elected members and the Immediate Past Chair of the Board of Trustees. Allowing for staggered terms, ~~four~~ **two** of the members shall be elected by members of the church at each Annual Meeting **to serve for three years each**. No member of the ~~Leadership Development~~ **Nominating** Committee who has served a full ~~two~~ **three**-year term shall be eligible for reelection until one year after that term of office has expired. Vacancies in the ~~Leadership Development~~ **Nominating** Committee shall be filled by majority vote of the Board of Trustees until the next Annual Meeting of the membership, at which time election shall be held to fill the unexpired term, if any.

ARTICLE VII - THE ~~LEADERSHIP DEVELOPMENT~~ **NOMINATING COMMITTEE (~~LDC~~) AND ELECTIONS**

~~No later than August 1st the Chair of the Board of Trustees shall appoint one of the second year LDC committee members to be the Chair of the Leadership Development Committee (LDC). No later than December 1st the Chair of the Board of Trustees shall appoint one of the newly elected committee members to be the LDC Vice Chair. The LDC chair shall convene the committee in a timely fashion and conduct the business of the committee with the assistance of the LDC Vice Chair.~~

~~The Leadership Development Committee will coordinate the identification, recruitment, training, support and recognition of church leaders. The Leadership Development Committee will be responsible for allocating budgeted funds for leadership development.~~

1. Every year the ~~Leadership Development~~ **Nominating** Committee shall **identify and recruit** ~~review the qualifications of members of the church~~ **congregation in good standing (as determined by the Board)** and will nominate two members for each open position on the ~~Leadership Development~~ **Nominating** Committee and at least one member, ~~but attempt to provide choices,~~ for all other open positions:
 - A. on the Board of Trustees,
 - ~~B. of Moderator,~~ and

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C. on the Search Committee for a settled minister, as needed.

2. To maintain a total of six members on the Nominating Committee during the term length transition, the Board will appoint two additional members to the Nominating Committee to serve a one year term during the 2017-18 church year. This article will automatically be removed following the Annual Meeting at the end of the 2016-2017 year.

3. The ~~Leadership Development~~ **Nominating** Committee's work will be guided by the principle of seeking out and nominating candidates who reflect the church's commitment to inclusiveness and diversity.

The report of nominations by the ~~Leadership Development~~ **Nominating** Committee shall be ~~published in two successive issues of the church newsletter providing one such newsletter is and mailed or electronically distributed at least~~ **publicized in two separate congregation-wide communications, at least one week apart, with the last one no less than two weeks before the meeting date** at which the election is to be held.

Nominations for positions to be filled by election at any properly called meeting, in addition to those of the ~~Leadership Development~~ **Nominating** Committee, may be made by petition in writing signed by twenty-five (25) or more members of the church. The petition and written consent of the nominee must be submitted to the Secretary of the Board of Trustees at least three days in advance of the meeting at which the election is to be held.

ARTICLE VIII - THE MINISTER(S)

5. Ministers shall have freedom of the pulpit and shall work cooperatively with the Board of Trustees in promoting the purpose and principles of the church. The Minister(s) shall be ex-officio non-voting member(s) of the Board of Trustees and all committees of the church, except the ~~Leadership Development~~ **Nominating** Committee.

ARTICLE IX - COUNCIL(S), COMMITTEES, APPOINTMENTS

3. In accordance with Article V, 4. B., the Chair of a Search Committee will be appointed according to the procedures established by the office of ministerial settlement of the Unitarian Universalist Association as such procedures are in place at the time. ~~The Chair and Vice Chair of the Leadership Development Committee will be appointed in accordance with Article VII, 1.~~ The Chairs of all other committees, as well as individual positions, shall be appointed by the Board of Trustees after recommendation from the Council(s). Information on composition, appointment, and duties are set forth in the Standing Rules and Standard Operating Procedures.