

## **Joint Council Meeting Minutes June 6, 2017**

Attendees: Brian Doyle (Communications), Bill Koehl (Green Sanctuary), Pat Ward (Heritage), Jamie Carroll (Hospitality and Fellowship), Jenny Montgomery (LRE), Bill Scown (Social Justice), Kevin Beyer (Stewardship), Jeff Stibal (Technology), Kate Frazier (Welcoming), Lindsay Bates (MAD Fund, MOM, Worship), Christine Imielski, Nancy Christensen, Eric Jonke, Cynthia Spiegel (representing Tracy Rosenkrans), Jean Pierce, Trish Beckjord (Women's Circle), Jan Miller

No representative: Facilities; WOW; Personnel; Finance; ERT

No report: Communications; Facilities; Green Sanctuary; Hospitality; Nominating; Technology; Welcoming

This was an extended Council meeting/retreat which began at 6 p.m. with food, an opening reading, and check-in/comments.

### **Previous Month's Board and Council Minutes**

There were no comments or questions.

### **Team Reports and #1 Priority for Coming Year**

Jean Pierce handed out "Congregational Five Year Priorities for FY16-FY20."

Rev. Lindsay Bates said she had nothing to add to her report, however a correction that Gail Tattersfield is not leaving the Board this year should be made.

Christine Imielski said that her priority in the coming year is to streamline some of the office procedures and systems; to that Rev. Lindsay added that beginning in September, the Mini-Pioneer will not be printed, but instead will be projected in the sanctuary on Sundays.

Communications: Brian Doyle said the team's first priority is to reconstitute the team; and second priority is to support the congregational goals of "Growth to achieve our vision" and "Increased congregational engagement." He asked whether the weekly quotes on Facebook were being seen; no one in the room had seen them.

Green Sanctuary: Bill Koehl said the team is working to support the congregational goals of "Making a positive difference in our community" and "Increased congregational engagement." He handed out information on "Faith in Place" and said that the team is working on increasing UUSG's involvement in that program, and may bring in a speaker this summer.

Heritage: Pat Ward reported that the team's main priority is to purchase and implement archival digitizing software. So far, \$1,650 has been raised toward the \$3,000 goal.

Hospitality: Jamie Carroll said that the team's priority is to recruit new members. The fall picnic was discussed, and because the previous coordinator has moved out of town, Christine will meet with Jamie to discuss what needs to be done.

LRE: Jenny Montgomery said that the program's main goal is to "tread water." She also said that the program needs more teachers for next year, especially in the third to fifth grades.

MAD Fund: Rev. Lindsay Bates reported that the team's priority would be establishing how the fund will be administered after her departure. They will prepare a proposal for the Board and Finance Team.

Social Justice: Bill Scown said the main priority is getting more volunteers, especially for Lazarus House. He indicated that lack of volunteers seems to be a widespread problem throughout the teams, and that a small percentage is doing the bulk of the work, with the danger of burning out.

Stewardship: Kevin Beyer reported that the team's number one priority is indoctrinating more stewards, with the goal of making every congregant a steward.

Technology: Jeff Stibal said one priority will be to work out the procedure for projecting the Mini-Pioneer every Sunday, which he just learned about. Their main priority will be evaluating the networking throughout the building and improving security.

Welcoming: Kate Frazier reported that the team will be having an off-site workshop in a couple of weeks, with the priority to analyze how the New UU program is being delivered, and possibly rework it to have fewer but longer sessions (i.e., one full day rather than three short sessions).

Worship: Rev. Lindsay said that the main priority is to prepare the team to create and lead worship services, for the possible scenario that an interim minister is not available to begin work on July 1.

### **Thoughts/Suggestions on the FY18 Budget**

Jean Pierce announced that at next week's Board meeting they will be taking a hard look at the budget, and asked everyone to review proposed expenditures and send suggestions for possible cuts to her. For example, she wondered if we could get volunteers to mow the lawns, whether "special musical guests" could be lowered (\$2,300), whether we could get a volunteer to spread salt on the sidewalks, whether we could cut back on UUA contributions (\$5,000), whether LRE needs new curriculum (\$1,000). Trish Beckjord questioned staff salary increases.

### **Changes in Ministry Team Leaders, Members, Charges**

Jenny Montgomery said the Bill Pokorny and Jennifer Klein will be taking over LRE.

A discussion followed regarding volunteer recruitment. A suggestion was made that the annual Day of Service might be an appropriate place to recruit, but it was determined that the need was more imminent. Since the picnic is the next congregational gathering, the pros and cons of recruiting at that event were discussed. Consensus was that personal requests/invitations were the most effective method of recruiting.

A suggestion was made that the "Time and Talents Surveys" could be useful in recruiting, but haven't been utilized. Jean Pierce will obtain them from Rev. Lindsay's office, and will input in a database. Another suggestion – that new members be assigned a mentor – will be explored by Kevin Beyer with Kate Frazier.

### **Recommendations Received at Annual Meeting**

Jean Pierce referenced the compilation of comments that was emailed to all Council members. She asked for input on the comment: "Increased faith in leadership (it is currently low)." Nancy Christensen made the only comment: She said that she's heard from several that the Board has made some decisions that are not popular with the congregation, specifically in the DRE area.

Jean also asked for input on the comment: "Update and rethinking how we do things. We seem to do the same things over and over in terms of fundraising, member recruitment, volunteer recruiting. Same or diminishing results." Consensus was that this was not a useful comment, in that it did not include solutions. Rev. Lindsay reminded everyone that they are doing a great job, and not to take anonymous feedback too seriously.

### **Planning Calendar and Leadership Orientation Binder**

Jean Pierce asked for availabilities for an August retreat; date TBD.

Jean then highlighted several priorities on the "Tentative Calendar for 2017-18" (emailed to all Council members), especially the items regarding an interim minister. She suggested that each team prepare a 3-minute video about what they are most proud of for the interim minister. Another suggestion was that each team prepare a visual/slide to be

included in the projection before each Sunday service; Brian Doyle indicated that the Communication Team would take this on. Jean also mentioned her idea of a "Festival of the Arts" as part of Rev. Lindsay's send-off in June 2018.

Jean pointed out that the revised Leadership Orientation Packet was emailed to everyone. Because it is such a large document, for those who already have the packet, she suggested they only need to print out the new items:

- Table of Contents
- Updated contact info for staff, board, teams and forwarders
- Updated organizational chart
- Updated/new policies for board visitor policy; email policy; emergency exit and fire drill policy; and socially responsible investment policy
- Facilities flowchart
- Employee Handbook (just the Table of Contents)
- This year's draft budget

Jean asked that team leaders review the updated email policy with their teams.

A discussion followed about the availability of leadership binders to any congregants who want to review it; consensus was that a couple of copies will be available in the Volunteer Room, and that an edited copy (sans sensitive/confidential information) be placed on the web site. The determination of who will be responsible for the editing was not discussed.

### **How to Get Things Done**

Jean Pierce handed out "Planning and Publicity" and urged all to get familiar with the information in the document. It is also on UUSG's web site.

### **Other Business**

Nancy Christensen pointed out that the first Tuesday in July is the 4<sup>th</sup> holiday; consensus was that there will be no face-to-face July Council meeting. There will be an online meeting if needed. Next face-to-face meeting is Tuesday, August 1, at 7 p.m.

Meeting adjourned at 8:30 p.m.