**BOARD MEETING MINUTES 7/21/22 6:30 pm**

**Call to Order:** 6:33 PM

**Present (via Zoom):** Pastor David Wise, Erin Ogle, Kris Davis, Steve Hershner, Marcy Mattison, Sue Davis, & Cate Sheller

**Guests:** Marion and Rich Patterson; Robyn Miessler-Kubanek, and Kathleen Mavity (Search Committee)

**Lighting of the Chalice & Reading** – Sue

**Approval of the minutes from the June board meeting:** Marcy moved, Sue seconded. Approved.

1. **Staff reports**
2. Operations Coordinator

* Attended two-day AUUA conference and provided notes to the board
* Heating bill for the year thus far has been terribly high
* Sent insurance agent

1. Minister
   * With funds set aside for larger projects it is possible that the outside lighting project could be completed
   * Interviewing for custodial and child care positions
   * Received 25 pledges bag as part of stewardship campaign-nearly 50%
2. Treasurer
   * Balance sheet rearranged for capital vs ongoing maintenance
   * Still running ahead of budget for the year
3. **Upcoming Meetings/Events/Scheduling**
4. August Retreat on the 27th from 9:00-1:00 (will replace regular August Board meeting)
5. Board meeting Chalice lighting: Cate in August; Steve will take September
6. **Regular Business**
   1. **Policy governance and perpetual calendar** (Steve)

* By-laws already distinguish between the congregational meetings in May and December. The “annual” meeting is in May, and the second meeting, typically dealing with financial matters, is in December.
* July covers records retention, for which we have a written policy with a list of all items to be retained and for what length of time
* Note: the annual calendar review refers to parts of the board policy that can be reviewed.
  1. **8th Principle/bylaws/policies review** (Sue and Kris)
     + Sue has found “she/he” in 4.7.1 that needs to be changed to they
     + Discrepancy in dating of bylaw changes at top and bottom of document
     + Steve asked for a short summary on what needs to be amended to be presented at the Board retreat

1. **Other Business for the Good of the Church**
2. ***Update/discussion of ministerial search:***

* Robyn Miessler-Kubanek and Kathleen Mavity presented on behalf of the search committee, as well as Marion and Rich Patterson, to offer perspectives on possibility of *selection of a non-UUA minister*
* The search team is looking for new team member(s) to have more than one gender represented on the team;
* If we posted for a contract minister, we would be visible to anyone searching for open positions – pros and cons;
* Kris - asked how we would go about finding a non-UUA minister. Robyn suggested reaching out to the Interreligious Council, seminaries and religious leaders;
* Rich - concerned that the traditional search is just not working and, in the interest of moving forward with due haste, that we get in touch with a potential local candidate.
* The Board authorized the search committee to meet with the possible candidate.
* Sue ­­– can we use UUA guidelines on contract ministry for tips on how to approach a non UUA candidate. Steve reports that the search committee is drafting some documentation of their own based on UUA search models;
* What, if anything, needs to be communicated with the congregation if we pursue a non-traditional path by considering a non-UU-trained candidate? Search team? Ask them “what would you want to know” if we begin the process of interviewing non-UUA candidates;
* Kathleen – we don’t want to *make* someone fit, but need to find someone who is actually a *good* *match*. Structure and parameters are needed in the search and subsequent conversations;
* Marion and Rich are acquainted with a local non-UUA person who they put forward as a candidate for our full-time ministry position, and urge the Search Committee to talk with that individual.
* Subsequent discussion/questions:
  + we cannot sustain two full-time ministerial positions for more than a year;
  + if the new minister is well-liked, the congregation will generate the money to sustain the position.
  + Will the person recommended have the skill set(s) Peoples wants/needs?
  + Review and possibly modify job descriptions?
  + Explore a possible “probation” period including UU certification?
  + Do we reshape benefits and salary packages to meet this candidate’s needs as well as David’s and our own?
  + Timeline? We need a Faith Formations director this fall, and want a settled minister for fall 2023.
* Marion described her impression of the candidate she and Rich are recommending and urged us to hurry: be thoughtful but don’t over-think;
* David felt the individual was a good fit for Peoples and had offered the individual the Faith Formations position some time ago, but they needed a full-time position;
* Candidate pool is shrinking and several area UU churches are presently searching for ministers, so competition is a factor; the UUA has provided good structure and advice for the search process – no problems there;
* Sue – any partnership contract can provide flexibility around job description and expectations;
* Gary - don’t short circuit the search team work, and bring the congregation along as we select a permanent settled minister. Reminder that David selects the Faith Formation director, and that David is from a non-UU background;
* Steve – the clearer the definition of the position, the clearer the process becomes.
* *Note*: there was additional concurrent discussion on Chat – not recorded but significant.

1. **Actions relating to Ministerial Search (**Steve)
   * The board recommends expanding the search beyond the current pool of UU-certified candidates, and notifying the congregation, and accepting feedback.
   * Steve will submit an article saying same will be run in the Voice and e-Weekly.
   * The Search Committee will find an additional member to retain an appropriate gender balance.

The Board thanked Robyn and Kathleen for sharing their observations, and Rich and Marion for their participation.

**Extinguish Chalice/Reading.** Sue shared a closing reading.

**Adjourned**: 8:33 pm

**Next meeting: August 27,** 9 am at church unless otherwise noted (COVID precautions may be back in place by then). Combination Board retreat and business meeting.