

# Board Meeting

Present: Janice M., DeeAnne M, Cliff A., Jess N., Rev. Andy; Barbara F., Musette S.

Guest: Tom Briggs (during discussion of Search Committee)

Absent: Paul S

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## Who to Thank

Start: 6:36 Time: 0:02

Discussed thanking the following people for their services to VUU community:

- The tech team for improvements in service technology
- A neighbor, who Andy has been in touch with, was looking for community service and had been calling police and contacting news media when VUU's banner was being vandalized. Contact Sue to get name/contact information.
- Deb Dines and Facilities committee

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## Mindful Opening

Start: 6:38 Time: 0:19

The Board does a personal check in with all in attendance. Rev Andy reads a devotional from 365 Tao regarding adversity and personal growth.

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## Minister's Report

Minister's Report

Start: 6:58 Time: 0:11

Rev Andy's discusses Minister's Report:

- End Statement 1 Update: *We challenge each person to discover, experience, and be transformed by the deep and mysterious.*
- Kellie met Marcia McFee at conference, who discussed thinking "like a filmmaker" and creating "sensory-rich" worship services. Andy and Kellie are going through book from the conference with the Worship Associates in hope to deepen the worship experience. Board also discussed "fixing up" what's in the screen shots during service — to enhance, not detract, from the experiences throughout worship.
- Controversy at UUA\* - A vitriol letter was written and circulated on social meeting directed at UUA's hiring practices, specifically in reaction to Andy's hire. UU World published about the conversations started by this letter, using Andy's name and photo without permission. Andy and Board agree systemic racism should be eradicated where it exists, and Andy guesses there will most likely will be review of the

hiring process. Andy believes the hiring process for this position was fair and thorough. *\*Note - much has happened since this Board meeting and Andy's initial discussion of the controversy.*

- Next month, Andy will report on Statement 4 - *We engage in partnerships to counter systems of oppression and create a just, sustainable and healthy world.*

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## Interim Ministry/Search Processes\* — Tom Briggs Joins Meeting rep of LDC

Start: 7:10 Time: 0:54

*\*Again, much has changed since this Board meeting, and we will no longer be going through an interim minister search.*

Janice opens discussion of next steps:

- We discussed outcomes of Congregational Conversation:
  - Congregation endorsed the idea that we proceed with 1 year interim with option to extend. Given the straw poll that occurred, a clear majority were in favor.
  - Another issue discussed is the speed at which we assemble a search committee.
- Zoom meeting is set up for April 6th with Rev Sarah to train the board training on the search for settled minister and explain the Board's role.
- The vote to recast VUU's mortgage passed.
- In order to be competitive with other congregations in search of interim ministers, we should switch in July, and not wait until September. This was decided after the possibility of waiting until September and making use of lay leaders for summer service was put on the table, to save some money.
- The next Board may want to read books on leading during interim ministry period. Our current Board has full plate: hire interim minister, supporting establishment of search committee to include budgeting and raising the funds, Goodwill fundraiser, supporting Andy's departure (outreach, projects, etc keep going).
- Andy considering ways to maintain connections in the Interfaith community, and suggests we make it a top priority as we look for interim minister. And/or, consider how to lay foundation for maintaining connection when settled minister arrives. Andy says that even a temporary person representing VUU can hold space for the settled minister.
- Timeline for interim process is discussed:
  - Application is due on 4/18; packet goes out electronically with links on it.
  - May 1st, we get notified of candidates who are interested. Then it's a race to sort through, interview, check references.
  - May 2nd or 3rd, we'll need to select who we will interview.
  - Interviews on the 6th and 7th
  - Decision and check references by the 10th.

- Offers must go out on May 12th.
- Andy says a minister's packet is typically online, including posted audio of sermons and written sermons.
- DeeAnne reinforces a great Sunday speaker is an important quality.

#### Discussion of VUU Goals for an Interim Minister:

1. Strong Sunday speaker
2. Help congregation and staff grieve beloved minister
3. Leadership and support to provide continuity of church operations and run outstanding worship service.
4. Examine revenue and stewardship
5. Vision and ends progress
6. Help retain talented staff
7. Engaged in retaining or increasing membership - foster small group ministries.

#### Andy's suggestions for Interim Minister goals:

8. Agrees the Sunday services need to be strong (VUU serves 22 zip codes and that's the time we're together), challenges us to determine what does it mean to be a "great speaker."
9. Collaborator - with staff and volunteers,
10. Community connections - maintain, and potentially develop. leave space for innovation.
11. Minister of Music - important that the relationship be collegial.

DeeAnne moves we work toward a 1 year interim minister period, with option for second. Barbara seconds the motion. The motion passes unanimously.

#### PERMANENT SEARCH (upcoming workshop)

- Search committee budget (\$10K), includes relocation cost and installation service
- Tom Briggs speaks on behalf of the leadership development committee. Reports that many are asking to be a part of committee. Need to give realistic estimate of the time commitment (30 hours per month for X number of months). Hoping to have multi-candidates election and give congregation anonymous vote. Rev. Sara said we could assemble the committee in the fall and still meet the deadline.
- Rev Andy suggests not rushing, and waiting to vote in June. Committee can still move forward on search committee selection process. Meeting set up for Rev Sara to tell Board its role in this process.
- Discuss it would be beneficial to have a knowledge transfer from previous search committee, as well as information from consultant Rev Sara. Andy's friend **Barbara Child** is a long-term interim minister; if we think it would be helpful, he could reach out to have a phone call with us.

- As another resource, can turn the interim search packet into a PDF for use by the permanent search committee.
- What does Tom & LDC need? Hoping they will have until June 4th to put list of candidates together. More education for the LDC re: process and commitment time needed. (How many meetings? Online? Over a weekend?)
- Point is made that there is a potential for elected committee to all be long-time members of VUU; what if no new members are selected? Perhaps it would be good to have immediate tasks that the congregation needs people to work on during the search process, outside of the Search Committee — and those interested in participating, but not selected could take on some of these roles.

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## Finance Report/Stewardship Report

Start: 8:04 Time: 0:26

DeeAnne reviews Finance Report

### *February Financials*

- A good month. amazing in fact! Net year to date is positive, that is the only month so far this year. We are within \$20 of what we budgeted.
- Ended February with \$31,000, and moved 10K into a savings account.
- VUU has no outstanding payables.

March contributions to date continue to be late. Not looking as good as Jan or Feb. Currently, there is a projected deficit of \$42,000 — give or take \$10K.

- Barbara moves to accept February financial report. Jess seconds, and the motion passes unanimously.

### Pledge Update

- Anne S. and DeeAnne moved some things around. Moved people out who are not members and have not pledged before. Estimated number down from 67 to 34. Some people pledged on Sunday. and still feel solid with \$419K pledge expectation.
- 45 pledge packages went out on Sunday to those (84) members/friends we would like to pledge.
- Funding the Minister Search
  - Possibly approach Special Funds for grant money (since we will no longer need the line of credit previously discussed, as the congregation approved recasting the mortgage).
  - Settled minister search expenses are weighted more to spring than fall. Suggestion for taking this expense out of the budget, and doing a special ask to the congregation after the stewardship pledge.
  - At the April Board meeting, will see balanced budget for approval.

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## Consent Agenda

Start: 8:33 Time: 0:01

Vote to Approve Prior Meeting Minutes

Cliff moves to approve the minutes. DeeAnne seconds, and the motion passes unanimously.

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## Action Items/Wrap Up

Start: 8:30 Time: 0:10

- Janice will be at The Board Room on Sunday.
- Discuss relocating The Board Room to more visible space.
- Goodwill fundraiser
  - The truck will be at VUU on April 30th.
  - There will be pick ups, the weekend prior and the Saturday before April 30th.
  - Frank Q and Paul are going to help with pick ups.
- DeeAnne will look at budget records regarding search committee budget. Refine budget for Settled Minister search.
- DeeAnne will draft Special Funds request.
- All Board Members will read documents from Janice in preparation for April 6th training.
- Janice will request Rev. Sara give us input regarding important is it for us to accelerate the selection
- Musette will update Board minutes on website.
- Janice send note to Frank Q regarding truck pick up.
- Janice will circulate list of ineligible items for Goodwill pick up.

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## Adjournment

Barbara moves to adjourn and DeeAnne seconds. The motion passes unanimously.