

Board of Trustees Meeting Minutes – November 17, 2023

Attended: Beth Avery, Sue Bauer, Joan Caputo, Danielle Jeanloz, Ed Mangiafico, Jon Nye, Naomi Turner, Liz Van Wye, Joe Zahka. Absent: Tracy Johnson

The meeting started at 3:03 pm via Zoom.

Opening words from Naomi Turner.

Our consent agenda was unanimously approved with one adjustment by Liz Van Wye on the Search Committee Report. In the October 2023 minutes, Liz stated that we are getting ready for a ½ time minister, from a ¾ time minister. Other approved reports included the Minister's report, Treasurer's Report, and Scouting Report. Jon Nye noted the remarkable activity in the Scouting report.

November 13 Program Council Meeting Summary – Sue Bauer and Jon Nye: Restructuring UUMH and Governance Issues were discussed. The Council has requested the help of a consultant as soon as possible to develop ways that the Council and Board of Trustees can work together more cohesively. The BOT agreed. It was decided that we would try to form a group by December 1 of 5-7 people including members of the Council, BOT. and Congregation. The group would decide on the consultant and members of the group could vary over time. Beth Avery mentioned the importance of participants' accessibility and sharing information. Danielle Jeanloz offered to send an org. chart put together by Dawn Dinnan in Admin. as a starting point of looking at our structure.

Minister Search Committee Update by Liz Van Wye: The Minister Search release date of when the posting becomes available on the UUA website is December 1. While, unfortunately, Rev. Tracy Johnson did not have a job description, the Search Committee has now put one together based on data from our Fall survey of the Congregation, Program Chairs, and general feedback. The ½ time position includes conducting services, pastoral care, conducting ceremonies along with other responsibilities.

For the minister search, the UUA website will include a profile of who we are, along with summary of thoughts, so that candidates can get to know us before applying. Interested candidates can then request our job description. The Search Committee hopes to get candidates during December and January, following up in the Spring with interviews and reference reviews, and then provide a recommendation to the BOT. The goal is to have a minister in place starting July 1, 2024.

After the minister is hired, work is needed to get the minister settled so that the minister can get to know the congregation. Often the Search Committee becomes the Settlement Committee if the BOT agrees to it.

Old business

Crawl space update – Joe Zahka mentioned that 1/3 of our space under the building is a crawl space. In the past, our heating pipes were exposed to outside temperature creating problems with heat loss in the winter. Now that our pipes are protected properly, the humidity in our basement is lower.

The meeting ended at 4:10 pm

Our next BOT meeting is on December 15, 2023 at 3 pm, via Zoom (unless otherwise requested)

Minutes submitted by: Danielle Jeanloz