

November 22, 2015

UUFD Congregational Meeting Minutes

President Frank O'Barski called the meeting to order at 11:25.

We have a quorum – 36 members present.

- Opening Reading
- Motion to Approve the Agenda:
 - A member voiced concern about the lack of a place for congregational input and new business
 - Motion to add public comment and new business to the agenda.
 - Friendly amendment: We also need to add the Building Our Future report.
 - Vote: Modified agenda passes unanimously.
- Motion to accept minutes from the May 2015 meeting:
 - Passes.

- **Elect Nominating Committee:**
 - The proposed slate of candidates for the nominating committee are: Melissa Blake, Jack Lazzara, Teri Diaz, and Irene Faivre.
 - Vote: Passes.

- **Minister's Report: Rev. Linda Slabon**
 - Part 1 of Minister's Report: Rev. Linda discussed the UUFD Support Teams for congregational transition and development recently created by the board
 - Student Minister Team: This team was created to offer support, feedback, and evaluation of the student minister coming to UUFD.
 - Board Members: Lon Clark and Susan Dorbeck; Ministry Council Member: Diane Johns; At Large Members: Maylan Dunn Kenney and Taylor Richier
 - Building Our Future Campaign Team: This team will plan, evaluate, and execute a capital campaign. They will complete case presentation materials, assessment list, and silent campaign. Determine if it is reasonable to continue on to steps 2 & 3. Currently consulting with Neil Lichtman, DuPage UU Church campaign and working to recruit 2+ new members to the team for 2016.
 - Board Member: Frank O'Barski; Ministry Council Member: Mike Clifford; At Large Members: Virginia Wilcox-Gok and Wayne Albrecht; Staff Members: Rev. Linda and Beth Schewe (as a volunteer)
 - Congregational Partnership Network Team: The concept for this team arose from discussion by UU ministers of the Western Crescent on how our congregations might benefit from planned, intentional mutual support. Convened by Rev. Matthew Johnson, Rockford Unitarian Church, this team will broaden the engagement and seek opportunities for

sharing between our congregations. This team is needed logistically, politically, and theologically.

- Team of 3 members – Minister & two lay leaders. Ministry Council Member: Pam Wicking; Board & Staff Member: Beth Schewe (in her professional capacity as UUFD staff); Minister: Rev. Linda
- Transition Team: Note: This is NOT a Search Committee. This team is responsible for the education of UUFD members on upcoming staff transitions (minister, music director). Research, explore, and explain in the e-news, Pathfinder, coffee chats, etc. about interim ministry (and costs), shared ministry, multi-site ministry, fair compensation, the call process for full-time or part-time professional staff. Meet with and talk with UU Mid-America Staff member, Rev. Lisa Presley, with Rev. Matthew Johnson, Minister, Unitarian Church Rockford, and potentially with other Mid-America consultants. Rev. Linda recommends that the Transition Team bring these two professionals to present at UUFD.
 - Board member: Bill Lamb; Ministry Council Member: Clark Neher; At Large Members: Jenny Stamtakos, Will Ireland, Beau Anderson, and Donna Veeneman
- Part 2 of Minister’s Report: Explanation of what it means for Rev. Linda to move to half time consulting minister status.
 - From Rev. Linda: A “Consulting Minister” is a UU Minister who works at 50% time for a congregation.
 - My love and care for you and for UUFD is not diminished.
 - Yes, I must make choices about how I allocate my time for UUFD, but pastoral care in times of crisis, illness, loss, fear, or an emergency is NOT something that gets cut. Please call me ANYTIME when you are in need.
 - HIGHLIGHTS FROM OCT-NOV 2015 PATHFINDER MINISTER’S MUSINGS
 - My typical work days will be Wednesdays, Fridays and two Saturdays & Sundays in a month. I am expected to work for UUFD no more than 25 hours per week.
 - I am responsible for worship 2 Sundays a month over 10 months. Usually I will not attend on Sundays when I am not leading a service.
 - Priorities include: Supervision of UUFD staff and our student intern, Board, Ministry Council, & Leadership Council meetings, Worship Associate training session, Religious Education staff trainings and the Sexuality & the Healthy Church Seminar.
 - WHAT ELSE? Additional goals I am committed to include UUFD’s Building Our Future campaign, Coming of Age and Bridging for 4 of our UUFD youth and young adults, renewal of a Womyn’s Spirituality Group for support and deeper relationships, the 2017 WomanSpirit Conference at UUFD.
 - Activities that I’ve cut back on or will take longer now to address include meditation and book groups, and emails which might be missed – please follow up on emails.

- Rev. Linda ended by opening the floor for questions and thanking the congregation for our work and effort on a smooth transition.
- **Treasurer's Report: Lon Clark**
 - Lon reminded us that 48 % of the year has passed – about half. Around \$9,000 more will be spent by the end of the month. He “welcomed” us to the difficult portion of the meeting, reminding us that it is difficult and scary to talk about money.
 - He reminded us that we use the money in our budget to support UUFD's mission.
 - We, UUFD members, overwhelmingly voted for this deficit budget.
 - But the reality is that if we continue spending as we are, at the end of May our bank balance will be zero.
 - We need a cushion just to balance cash flow.
 - How can we change this reality? Lon's call to action is “We're all in this together.” We hold the gift our UUFD ancestors/founders have left us – this fellowship. It is up to us to give and sacrifice today.
 - Let the minutes show that the board and congregation then had an in-depth discussion of financial struggles and the different funding models that are possible.
- **Building Our Future Campaign Presentation: Virginia Wilcox**
 - **What is the Building Our Future campaign?** A campaign to raise funds to update our church building, pay staff fairly, and create a reserve fund for emergencies. Those who pledge can pay your pledge over a 3-year period. This is different from your annual pledge to support the regular operating budget.
 - **Building:** A beautiful, safe, and functional church building enhances our spiritual development, welcomes the wider community, and allows us to enact our values in the world. We need \$225,000 to renovate the RE Rooms, Fellowship Hall, and Kitchen.
 - **Fair Staff Compensation:** Paying staff fairly, in line with UUA guidelines, helps us fulfill our commitment to social justice. We need \$135,000 to pay staff fairly for 5 years and set the stage for a more just relationship.
 - **Reserve Fund:** A reserve fund gives us the resources to weather emergencies, assuring the presence of Unitarian Universalism in our community. We need \$30,000 to keep UUFD running for 4 months in case of emergency.
 - Lay leaders: Frank O'Barski, Wayne Albrecht, Virginia Wilcox-Gök, Mike Clifford.
Staff: Rev. Linda Slabon and Beth Schewe.
 - We are looking for two new members to join the team in 2016.
- **Religious Education Presentation: Gladys Sanchez**
 - Gladys shared many of the amazing things that the children have been doing and learning in RE. Highlights include:
 - June: Gladys and the new staff members ran a program where kids learned about and created art.
 - July: Oaken Acres and DeKalb County Community Gardens
 - August: disability awareness month

- October: The children and adult volunteers put on a very successful Spookathon fundraiser.
 - They also did a UNICEF faith in action project.
 - Continuing education: Gladys took part in UUA Midwest Leadership School, and she was the registrar for the school.
- **Student Minister Team Presentation: Lon Clark**
 - The team introduced us to Allen Harden, the student minister who will be learning and helping UUFD.
 - The committee meets monthly with Allen to guide and give feedback.
 - Having a student minister shows Rev. Linda's and UUFD's commitment to the region.
 - Committee members: Maylan Dunn-Kenney, Sue Willis, Diane Johns, Taylor Richier, and Lon Clark
- **Ministry Transition Team Report: Bill Lamb**
 - The team is charged with helping UUFD move forward as Rev. Linda and Toni retire. There are a lot of different options available, and the team will educate the congregation about these different options.
 - Team members: Clark Neher, Will Ireland, Jenny Stamatakos, Donna Veeneman, Beau Anderson, and Bill Lamb
 - Bill invited the congregation to contact team members with any questions
- **New Business and Public Questions and Comments**
 - Ed Wilcox began the conversation by expressing his concern that the congregation is not financially self-sustaining, as well as a concern that UUFD is focusing too much on the university and not enough on the wider community, and that church business is not conducted enough at congregational meetings.
 - Other congregation members, including Jenny Stamatakos, Dave Becker, Terri Mann-Lamb, and Bill Lamb responded thoughtfully. Some highlights of the conversation included:
 - Church business is happening at Leadership Council Meetings, Board Meetings, and ministry meetings. Nearly all of these meetings are open to the entire congregation, and all are encouraged to attend – especially the Leadership Council Meetings.
 - We at UUFD need to reach out to the community, but not for the purpose of getting money; rather to enact our mission and principles.
 - Church members pour our efforts and finances into this congregation because it is our family. We are tired but we have vision and heart.
 - UUFD members should not be afraid to talk about where we go to church and why we make it part of our lives.
 - The congregation expressed the intent to continue this conversation in committee, especially the Leadership Council.
- **Motion to Adjourn: Passed.**

Respectfully submitted by Beth Schewe, UUFD Board Secretary.