

UUCK Board Meeting 7.3.2016

- I. Attending : Jeff Marsh, Shannon Osorio, Christie Anderson, Renee Ruchotzke, Dani Beale, Sandra Eaglen, Fred Smith, Mary Lou Holly, Andrew Rome, Ann VerWiebe, Lori McGee, Kathie Slater (Moderator), Melissa Carvill-Ziemer
- II. Kathie
  - a. Opening Reading
  - b. Call Executive Session
- III. Melissa
  - a. I have accepted a new position - UUA Ministers Association position in Massachusetts
  - b. Transition Scheduling Options:
    - i. Full Time for 3 months, then transition to Interim Minister
    - ii. Full time for 2 months, then half time, then quarter time, till December 24<sup>th</sup>
  - c. Factors
    - i. Three potential interim ministers already identified by UUA
    - ii. Transition process defined by by-laws and UUA
- IV. Kathie
  - a. Factors
    - i. Search Process is expensive
      1. Interim Search
      2. Settled Ministers Search
    - ii. Intensive commitment for the Search Committee
  - b. Communication with Congregation
    - i. "All will be well"
    - ii. "Building expansion on track and continuing"
    - iii. "The money will be fine"
- V. Melissa
  - a. The new DRE knew that this could be happening when she accepted the position
  - b. Dave Clements could possibly continue his internship with the supervision of the Interim Minister
  - c. The Option 2/Part-time plan places additional demands on Lori, Christie, and Renee
- VI. Renee
  - a. Proposes Option 3
    - i. Separate transition from Christmas – Melissa could end around Thanksgiving
    - ii. Could have a month of lay leadership, then interim start in January
    - iii. Christmas service could have both interim and Melissa attend informally
- VII. Lori – No need to decide about Christmas service overlap now
- VIII. Kathie
  - a. Board cares for the congregation
  - b. Board sets goals for the interim
  - c. Suggest 18 month Interim – January 2017- June 2018
- IX. Melissa

- a. Option 3 is possible, if
    - i. October and November are halftime
    - ii. Halftime is averaged over the month, not over the week
  - b. Suggest finding a larger space for single service as my last service
- X. Andrew – I move that Melissa’s transition is scheduled as Option 3, as described.
  - a. Voted, 8 in favor, none opposed, 1 abstention
  - b. Motion passed.
- XI. Melissa
  - a. Communication plan
    - i. I will contact Dave Clements, others
    - ii. Letters will be sent by email today
    - iii. Cancelling my vacation for next week, switching Lori for the service next week
- XII. Kathie
  - a. I will write a letter from the Board and will include information about the groundbreaking celebration.
  - b. Communicate to the Congregation that “All Will Be Well”
- XIII. Renee
  - a. Change Consultants from UUA are available
  - b. I will connect church with them.
- XIV. Melissa - Do we need to hire someone during December? Or can Christie and Lori handle it?
- XV. Christie
  - a. I will need to talk to my employer before answering
  - b. Worship services are well covered. May be need for additional pastoral care.
- XVI. Melissa – Prays with Board