



## UUCK Board of Trustees Meeting Minutes February 15, 2024

### Board Members:

Kay Eckman - approved  
Ginny Horvath - approved  
Kara Kramer - approved  
Heidi Shaffer Bish - approved  
Susanna Smart - approved  
David Weaver - approved  
Carol Weigand - approved

### I. Call to order

**Attendance in-person:** Kay Eckman, Ginny Horvath, Kara Kramer, Heidi Shaffer Bish, Susanna Smart, David Weaver, Carol Weigand

**Attendance via Zoom:** n/a

**Guests:** Dave Smeltzer; Kathy Kerns

**Chalice Lighting:** After a brief check-in, the meeting started at 7:00 PM with Carol lighting the chalice and offering a reading.

### II. Agenda Review and Announcements

### III. Consent Agenda - no new reports

### IV. Ministerial Transition: What Next?

*Kara spoke with the UUA Transitions Office and received some pertinent resources.*

- [The UUA Transitional Ministry Handbook](#)
- [2024 Interim Search Calendar](#) (only relevant to Interim Minister option)

*UUA Resources to be aware of as we go forward:*

- Rev. Sunshine: Congregational representative who can help with how we might deal with any number of concerns that may arise.
- Transitional office: a resource for how to initiate and follow-through with a search for a minister. Contacts include: Christine Purcell (Transitions Program Manager and first contact) and Keith Kron (Transitions Director and the person to talk to about candidates).

*Transitional Recommendations: UUCK Ministers' recommendations for near-term ministerial support and longer-term ministerial options, considerations, implications:*

Kathy shared that she'd recently met with several church leaders to discuss possible ways that ministerial duties might be carried forth by various individuals with ministerial experience for the next months in the absence of a minister. These individuals included our affiliated minister Rev. Renee Ruchotzke, Community Minister Rev. Christie Anderson, CLMs Lori Mirkin-McGee and Kathy Kerns, and former ministers and UUCK members David Weaver and Randy Bish. They listed tasks and possible persons to be the "lead" for each area.

<b>Ministerial Task</b>	<b>Who Will Lead?</b>	<b>Additional Cost?</b>
11 AM Worship	Kathy Kerns	X
Support for 9:15am Worship	Renée Ruchotzke	
Pastoral Care	Lori Mirkin-McGee and David Weaver	X
Support for Adult RE	Christie Anderson	
Resource to Staff	Rev. Sunshine (UUA)	
Supervision of Staff	Board	
“Voice” of the Church	Kara Kramer (Board Moderator)	
Coordinating the Board, MET, and Church Ministries	EVERYONE!! Also, each committee will designate someone.	
Connection to Local Community	Christie Anderson	
Bringing “Balcony View” & Support to Financial Decisions	Kay Eckman	
Support the Membership Team	Renée Ruchotzke	
Resource for Social Justice	Vivien Sandlund	
Conflict Resolution/Church Climate	Lori Mirkin-McGee	
Rites of Passage	Lori Mirkin-McGee	

Since communication and coordination are high priorities, those leading specific areas would be asked to provide communication about their activities. The oversight of the minister’s discretionary monies was identified as an additional task. Since this meeting, Christie Anderson has agreed to be lead on this task, as she has in the past. In addition, Ginny volunteered to serve as the Board liaison to the staff.

Kathy described her training in the area of ministry, and she recommended that as we make decisions in the next months, we also use the resources of the UUA. She described the different types of ministers (interim, contract, and settled) and the timeline of searches and sequence of types of ministers.

The Board acknowledged that there are congregants who have grave reservations about hiring an interim minister based on past negative experience. Kathy explained the very unique conditions that led to that last, negative experience. She stated that if we use the timeline and

guidelines of the UUA (which the UUCK did not last time due to the specific circumstances of the transition), better outcomes would be likely because March is the time that congregations engage in the process of finding an interim minister, with appointments usually determined by May. Searching for a settle minister is likely to take at least a year, but we are aligned with the usual cycle/timeline for selecting an interim minister from a pool of those who may be interested and available.

The Board plans to lay out the options as much as possible for the congregation to consider, and the Board plans to provide avenues of congregational input so that people feel heard and included in the decision-making process regarding when and how to move forward in hiring.

## **V. Budgetary Considerations**

Kay presented several scenarios for the budget that vary based on payment to staff and on which ministerial path the congregation takes; each budget impacts the amount that would need to be drawn from reserves. The slides for the Town Hall meeting on March 3rd (3/3/24 live, and 3/4/24 Zoom) will include an overview of this information so that the congregation can see expected implications of various choices.

The Finance Team meets next week and will discuss the important information to include in the Town Hall meeting; the goal is to convey the pros and cons of various options without causing information overload. The Board reviewed timelines and tasks for the next weeks and the plan to request congregational input regarding the minister pathway selection.

The Pledge Drive starts Sunday, March 3, and lasts for three weeks.

## **VI. Service Auction Theme Feedback**

The Board discussed feedback from a congregant who shared concerns about the proposed themes which offend due to the way May 4th is referenced. Board discussed the theme and agreed to approach the Auction organizers about how the proposed theme may unwittingly cause offense to many who appreciate the gravity of the historical events of May 4th in Kent. Kara volunteered to contact the team to reconsider the title.

## **BREAK**

## **VII. Generosity Campaign Video**

Dave Smeltzer video-recorded the Board singing “Draw the Circle Wide” for the upcoming promotional video for the Pledge Drive, and each Board member provided a perspective on what drawing the circle wide means to them.

## **VIII. Pastoral Care Plan Update**

Due to time limitations during this meeting, David Weaver offered to send an update about the pastoral care team to the Board via email.

## **IX. Upcoming Events**

- Town Hall: FY25 Budget and Pledge Campaign Kickoff - 3/3/24 live, and 3/4/24 Zoom. The timeline for events, the communication plan for informing the congregation, and the draft of the slides for the meeting were reviewed.
- Eclipse Party - 4/8/24

## IX. TABLED - Upcoming Event

- Rentals Implementation Ideation Session - 2/24/24, 10-11:30AM - *Should we reschedule for after the March Town Hall?*

## X. TABLED until 3/7: Review Annual Congregational Goals [Goals](#)

- What progress have we made?
- What edits might be required?
- Where is additional action required?

## XI. TABLED until 3/7: Late Arrival to Sunday Service and Sanctuary Access Policy

MET and Worship Arts Team recommend revoking the [Late Arrival to Sunday Service and Sanctuary Access](#) (approved 12/5/2007)

## XII. Process Review

*What went well in this meeting?:* Thank yous to David and to Kathy Kerns

*Where was there room for improvement?:* ran over but helpful to discuss everything

## XIII. Extinguish the Chalice and Adjournment

**Chalice extinguished:** Carol extinguished the chalice, and the meeting was adjourned at approximately 9:15 PM.

**Next meeting date:** in two weeks, on Thursday, March 7th, arrive 6:45pm for 7:00 pm start.

**Next Board meeting chalice lighting and offering of readings:** Kay is on for next meeting (sequence: alphabetical by last name)

Respectfully submitted,  
Susanna Smart and Carol Weigand, Co-Secretaries