

UUCC  
 BOARD OF STEWARDS MEETING  
 TUESDAY, OCTOBER 20, 2009

<i>Attending</i>	Rita Beasley, Eric Gee, Barbara Lent, Montana Higgins, Lisa Poe, Brian Stevens, Rev. Terre
<i>Centering, Reading of Board Covenant</i>	<ul style="list-style-type: none"> <li>• Eric gave a reading while Rev. Terre lit the chalice.</li> <li>• We read the Board covenant together.</li> </ul>
<b>OLD BUSINESS/ APPROVAL ITEMS:</b>	
<i>Minutes, Membership Info</i>	<ul style="list-style-type: none"> <li>• The minutes from August and September meetings were approved.</li> <li>• We have no new members this month.</li> </ul>
<b>REPORTS &amp; NEW BUSINESS</b>	
<i>Discuss Minister's Report</i>	<ul style="list-style-type: none"> <li>• We have a lot of new people signed up for the Small Group Ministry, which is encouraging. We need to continue to expand the services that are provided to new people. Rev. Terre asked for our help in encouraging the Membership committee to work in this area.</li> <li>• We will have the data ready for the zip code groups next week, so we'll be able to expand into the actual activity work.</li> <li>• There is a lot of energy in the young adult (late 20's/early 30's) ministry. She hopes to combine efforts with First Church and the church in Williamsburg.</li> <li>• We have been invited to be a part in forming an anti-racism conference.</li> <li>• Several Board members will need to miss Annette's planned Saturday meeting. We'll check in later in the week to see if we need to adjust the meeting.</li> <li>• The Committee on Ministry has almost completed work on Rev. Terre's contract. We reviewed the proposed description of the CoM. With one suggested amendment, it was approved.</li> </ul>
<i>Discuss Council / Committee Reports</i>	<ul style="list-style-type: none"> <li>• Finance: Brian           <ul style="list-style-type: none"> <li>▶ Susan Kennedy and Diane Pominski joined us to discuss the work they've done on our P&amp;L projections, based on the currently-unsustainable budget. Our tentative game plan is: (1) communication to update the congregation, (2) set objectives/targets re the total gap in funds, (3) generate alternatives to reduce costs and increase revenues, (4) produce action plans &amp; ownership, (5) test vs alternatives, (6) communicate and implement. Since it's important that this work be done soon, we will meet again on Tuesday 10/27 at 6:30. Before that meeting, each of us will have looked over the budget and be prepared to suggest ways to help.</li> </ul> </li> <li>• LC: Rita           <ul style="list-style-type: none"> <li>▶ In addition to the information in her report, Rita shared her sense that people are being overwhelmed with work. We will likely cancel the lay leaders training.</li> </ul> </li> <li>• OC: Bob           <ul style="list-style-type: none"> <li>▶ The windows in church doors have been installed.</li> </ul> </li> </ul>

*PLANNING & OTHER TOPICS*

<i>Transition Team Update</i>	<ul style="list-style-type: none"><li>• Decision-making process: We've had 2 cottage meetings so far, with good information coming from them. Several more are scheduled.</li><li>• Growth: This has been a lower-priority item so far.</li><li>• Communications: Rebecca is stepping off the team, but much work has been done in this area, so it's ready to continue to the next level.</li><li>• Conflict management: Wendy &amp; Porter have been doing some work, but realized it needs to coordinate with the work being done by Barbara and her group on much the same things. They had talked of bringing in an expert to talk to the congregation, but are re-thinking the idea from a preparedness and cost perspective. We agreed it should be deferred to an indefinite future date. If necessary, we will pay an appropriate amount for the time already spent in consultation.</li><li>• We agreed that, for the most part, the Transition team has accomplished what it was set up to do. Eric will meet with them and disband the committee. The decision-making process will complete their work as planned. We will ask Wendy and Porter to join Barbara's group to finalize that combined task.</li></ul>
<i>Member Reinstatement Policy</i>	Nothing new since last meeting. We hope to have something more by the November meeting.
<i>Personnel Item</i>	<ul style="list-style-type: none"><li>• We went into an Executive session for a personnel item discussion.</li><li>• We will ask the Personnel committee to consider whether we need a formal policy regarding hiring church members and friends. If so, they will draft a recommended policy for our review. Eric will ask Bob to talk with them.</li></ul>
<i>Process Observer Report &amp; Closing</i>	Barbara reported as Process Observer.
<i>Next Meeting</i>	The next meeting is Tuesday November 17 at 6:30 pm.
<i>Adjourn</i>	The meeting adjourned at 9 pm.