

**RRUU BOARD MEETING
DECEMBER 18, 2022
ALEXANDER ROOM AT 12:45 PM**

Present: Marilyn, Jim, Carole, Don and David

1. Called to order at 12:45
2. Consideration of November minutes- approved
3. Finance report- Dick/ Carole- Attached
A vote was taken to accept Dick's resignation as Treasurer and appoint Carole to that position. The motion passed
The Board commends Dick for the job he did while being Treasurer.

In the month of November, we had total receipts of \$1,811.32. Total expenses for the month were \$2,353.10, leaving us with a net loss for the month of (\$541.78). Net income for the fiscal year-to-date was \$3,769.84.

As of November 30, 2022, we had \$15,092.35 available in checking, including \$5,413.00 held in trust for Kat Walston from the sale of her personal effects prior to moving into assisted living. There is a total of \$19,110.27 in all savings accounts, which includes the \$2,545.00 for the Rhonda DeCaire Memorial Fund. There is a total of \$66,784.40 invested in the UUA Common Endowment Fund. The \$1,326.00 included in Other Current Assets, is the prepayment of our entire UUA Fair Share for this year.

4. Minister Search Team Report- Jim
The next meeting will be on January 12th at 2:00 PM
5. Policy and Procedures changes- Jim; work in progress
6. Community Outreach- Amy reported that Adrian is in charge of the clothing swaps and that the board games group is meeting this afternoon. She suggested that someone post items of interest on the community calendar that is on the bulletin board.
7. Amy provided an inventory of items in the garages and noted that there are some personal items there that need to be removed. She asked that there be a policy in place regarding storage of personal items in either the garages or the basement. The board decided that anyone wishing to store anything there clear it with the facilities chair (Jim) first. (Inventory attached)
8. Update on RE
A vote was taken to accept Ellie Dyer's resignation from the RE program and appoint David Dyer to that position. The motion passed. Elle was commended for her dedication and work with children. She is responsible for the growth of that program.
9. Potential changes by UUA to replace section on principles and sources
Marilyn- work in progress
10. Webinar on Federal Energy grant from Interfaith Power and Light- Marilyn reported briefly and Jim will review

11. Report on Lay-Led course- Amy; attached
12. Report on action items from November
 - a. Order forms for Avery and Help cards printed- Marilyn; done
 - b. Orders for new name tags- Amy; in progress
 - c. Advertise Giving Tree List for December Newsletter- Marilyn; done
 - d. Advertise Shelter giving list for December newsletter- Marilyn and Dick-Done
 - e. Decorate chapel- done
13. Reports from other teams

Carole resigned from Nominating Committee since she is on the Board; we need to find replacement
14. Discuss other items- none
15. Action items for January
 - a. Carol will prepare year-end tax report
 - b. Garages- clean out; get ready for construction
 - c. Jim will check further on solar panels
 - d. Nominating Committee- Jim will talk to Marsha
 - e. David will be Board Rep for January
16. Next Board meeting will be January 15, 2023- Amy will chair
17. Adjourned at 1:35

Prepared by David Dyer

GARAGE CONTENTS

Garage 1:

1. Earth Day Festival materials
2. Lawn equipment
3. Two corner tables
4. Christmas decorations (currently in use in the chapel)
5. Vacuum cleaners
6. Two wood highchairs
7. Child chalkboard easel

Garage 2:

1. Surplus chairs
2. Toddler chairs
3. Wall divider
4. Bicycle
5. Base for sound board, etc.
6. 3 steel barrels

I sold the red chairs to a man who is helping a small church in southern Oklahoma. He will purchase the sound equipment for \$300 after January 1.

Garage 3:

1. Sound equipment
2. Metal desk
3. Dresser
4. 3 recliners
5. Vacuum cleaners
6. Coffee pot
7. Overhead projector
8. Old metal signs (ours from Harrison St location)
9. Room dividers
10. Small wood pulpit (painted light yellow)
11. Small drafting table
12. Christmas tree (not the one in use) plus Christmas garland
13. A lot of cardboard that could be recycled
14. Large garbage bag that appears to have paint cans in it
15. Narrow interior door (antique)
16. Toilet
17. Miscellaneous vases

Garage 4:

1. Two old pews from our current location
2. Approximately 20 boxes of books
3. Wood office chair
4. Lamp globes
5. Wood window blinds
6. Worship supplies
7. Metal sink

8. Microwave cart without wheels
9. Metal furniture carts
10. Garment racks
11. Back seats from two different cars
12. Large farm table
13. Glass shelves
14. Wicker chair
15. Large wood cabinet with doors
16. Set of bedside tables
17. Two large fake plants
18. Small shelf unit

Other thoughts:

1. Jim and I would like to empty Garage 2 so all the Earth Day materials can be moved in there and kept segregated from all other materials. As it is, other things stored in the garage can make it difficult to get to these items. We use the Earth Day materials for our participation in other festivals, as the church does not own canopies, etc.
2. The worship supplies need to be brought into the building. I understand that the worship team plans to organize all their materials in one place.
3. We need to designate a place for all the Christmas decorations when they are taken down. They were in multiple locations when Doug and I gathered them, and I discovered more in garage 3 when I inventoried the contents of the garages. We could store all in Garage 1 or in the basement in the room on the left.
4. We need to create a policy about using the garages for personal storage. We currently have a request from the Texoma Family Shelter to use one of the garages for storage of some boxes, but we don't have a garage that isn't already full.
5. We need to decide what to do with things we don't need to hang onto. Surplus Christmas decorations can be donated. We should find a place to donate the room dividers. I think they were donated to us when we were on Harrison St, and we moved them to Burnett Ave.
6. Does anyone know if we are storing someone's personal belongings in Garage 4? How should we handle this situation?

UUA CONVERGENCE FOR LAY LED CONGREGATIONS

LEADERSHIP DEVELOPMENT:

Advice from congregations doing a good job of developing leaders:

1. Create a list of volunteer opportunities and post it on a bulletin board
2. Link leadership positions to faith development, don't appoint leaders who are new to the faith and haven't participated in a faith development program.
3. Divide leadership into two teams – operations and administration team and ministry visioning team
4. Nominations committee should work year-round to identify skills among membership. They should be responsible for keeping the database updated with skills information.
5. Our membership form needs to include questions about whether the new member has served on boards of other non-profit organization and other leadership experience.
6. Ask people in person to do something instead of posting flyers

Other general advice:

1. Use the Soul Matters program for themes for services and small groups
2. Use the Wellspring UU identity program for group ministry for adults
3. Surveys of UUs show that currently stellar content of programs is not as important for driving growth as it has been in the past. In the post-pandemic world, people are looking for a place to just come and be with others.
4. Make it look like the leadership team is having the most fun they've ever had in their lives. If the leadership team appears burned out, it discourages others from stepping up.
5. Subscribe to Leader Lab (UUA Essentials for Lay Leadership) on the UUA website

STAFFING IN TIMES OF NO MINISTER:

Advice from congregations doing well:

1. Stay in touch with the UUA congregational life staff
2. Salina KS is getting speakers from all over the country through their hybrid services
3. Staff members must have a direct supervisor, should not only answer to the board in general. Boards need to appoint one person to be the staff supervisor.
4. Staff needs to be divided into program staff and non-program staff
5. Staff reviews are strictly performance based
6. If the staff member is also a member of the congregation, the primary relationship is as a staff member. The secondary relationship is as a member of the congregation.
7. There needs to be a clear understanding of boundaries for both the supervisor and the staff member.
8. Use the UUA guidelines to determine salaries for staff members.
9. Pay annual bonuses to staff members to reward outstanding performance
10. Staff members have to share key information, such as passwords to computers, etc. There were stories of deaths of key personnel and congregations being locked out of essential information, such as schedule of speakers.
11. Ask UUA Congregational Life for assistance with staff performance reviews.

Other general advice from UUA staff:

1. Prioritize vision of the congregation over tasks. If the job is overwhelming, look for ways to simplify to reduce the workload.
2. Be willing to ask why you are doing things the way you are doing them.

UUA CONVERGENCE FOR LAY LED CONGREGATIONS

Family Ministry (RE)

- Different teacher for each age grouping
- Follow a curriculum, but adapt it to your situation
- Perhaps have an older teen group meeting in the evening or evening weekday
- Hold a Kid's Night Out – really a relief for parents to have a date night. 2-3 hours of activities and pizza – parents have alone time to go to dinner or something.
- Include music or recreation activities as well as crafts and refreshments
- Teach love and responsibility for others.

Worship

- Hire a music person!
- Nobody sings to a video.
- Share ministers
- Utilize YouTube ministry
- Hire a community organizer to involve public in your church and congregation in community events
- Change up order of service
- Dispense with meditation to leave time for discourse.
- Involve congregation
- Have discussion after discourse
- People don't want to just sit and listen for an hour and leave. Need more of a reason to be there.
- Younger people want to feel like they are making a contribution to society through their activities at church or through their work at church.