

UUP BOT Minutes 10/13/19

Present: Dean Watson, David Perry Sharon Davie, EM Solari, Marlene Able, Mary Bevins Jodi Boyle.

AGENDA

1. MSC report

A. Members Present : Francis Prevot, George Beeler, Lisa Nosel, Ruth Lorain Phil Boyle.

B. The MSC has been unsuccessful in locating any candidate to fill UUPs open minister position.

C. The MSC has not met and has no new information since Lisa Nosel report to the BOT dated Sept 22 2019. Rather than restate the letter the MSC entertained questions from the BOT.

1) The MSC unanimously and without dissent recommends the BOT authorize the next MSC to search for a full time minister for on year with the caveat that that minister be charged with sufficiently increasing membership and income to support the minister going forward.

a) The MSC had no information as to whether the UUA supports this approach. Francis however, based on his experience believes there exists a pool of candidates that would be interested.

b) According to the UUA most ministers look at compensation first. Only about half of available candidates will respond to a 3/4 time position.

D. The lack of candidates was largely due to UUP being out of sync with UUAs search process.

1) Search for called ministers begins in December. Search for interim ministers begins in April.

2) Nationwide there were fewer minister candidates available this year.

E. The MSC recommends a new MSC be organized to continue search.

1) Members of new MSC should be appointed with input from the congregation.

2) the MSC recommends the new MSC follow the UUAs timeline for a called minister.

3) Three members of the current MSC would be willing to serve on new MSC, two would not.

2. BOT discussion of MSC report

A. The BOT had an off the record discussion for each member to express views on continuing minister search.

B. The BOT decided to hold a Congregational meeting as soon as feasible.

1). **Congregational Meeting** to be held November 10 after service.

a) agenda

1) Budget

A) **David and Marlene** will present a final version of the 2019/2020 budget.

B) **David and Marlene** will present current figures on how much UUP can currently afford to pay a minister.

C) **Dean** will lead a discussion by the congregation on options for going forward on a sustainable ministerial compensation package.

2) New MSC

A) **Jodi** will organize and conduct nominations and election of 3 MSC members ..

B) Additional members will be appointed by the BOT from the nominated list

3) Jim Lewis' ordination

A) **Jodi** will conduct vote on whether UUP will support the ordination of Jim Lewis including \$1000 contribution to ceremony and celebration.

b) notice

1) **Mary** will write article for TWAUUP explaining nomination for MSC process and continuing notification of congregational meeting.

(Question. Does this Congregational meeting replace the one we scheduled for January 12 at our retreat?)

3. Approval of 8/31 minutes

A. Minutes approved

B. **Dean and Marlene** will follow up on notifying the WA , RE Committee , and MSC of the recently adopted employment policy and follow up with **George** about closet door.

4. Pastoral Care

A. The Pastoral Care Committee no longer exists.

B. Some pastoral care is being carried out by individual members

C. A minister associated with UCC has expressed interest in helping us with part time pastoral care assistance.

D. The BOT authorized **Marlene** to follow up with the UCC minister.

5. Church office search

A. Further discussion of a Church/Ministers office was postponed until question of minister compensation is resolved.

6. Next Meeting November 3,1 pm.

Respectfully Submitted

Mary Bevins

10 / 14/ 19