

Unitarian Universalist Congregation of Miami
Minutes Board of Trustees Meeting
February 10, 2010, Emerson Room

Check-In & Introduction of Guests

- President David Traupman began the meeting at 7:35 pm.
- Present: Dick Burnside, Beverley Cardona, Tom Edwards, Mary Figuera, Martha Harrison, David Roelant, Reverend Kathy Schmitz, David Traupman
- Beverley Cardona announced that her last board meeting would be the April meeting.
- Guest: Ben Morgan

Inspiration

Rev Kathy Schmitz

Additions/Deletions to Agenda

David Traupman

- Rev Kathy Schmitz said that a membership vote needed to be included in the agenda.

"Learn it in 5"

- Board Process & ARAMT Evaluation David Traupman
 - David Traupman went over some details about accessing the Board Yahoo Group. There is and will be documentation there for each month. All information about multiculturalism will be posted for members to read.
 - David Traupman distributed the *AntiRacism Assessment and Monitoring Team Process Observation Guidelines* and said that the board would be using some of the suggested questions at future board meetings.

* January Minutes – Reading and Approval

Martha Harrison

- The January minutes were approved unanimously with one correction noted. Motion by Beverly Cardona, seconded by Mary Figuera.

Ministerial Transition

Ben Morgan

- Search Committee Candidate Update
 - Ben Morgan, of the search committee stated that 5 candidates had expressed interest in the Miami Congregation. Of these, one had declined. Three had been reviewed and determined not suitable for the congregation. The committee is still waiting for the packet on the fifth minister.
 - Ben Morgan said that the search committee had been disappointed that none of the candidates had Spanish speaking skills.
 - Ben Morgan stated that at some time in the near future the Search Committee would be having talks with Alicia Ford, from the UUA in Boston to discuss the situation.
 - Ben Morgan stated that if the fifth minister is not approved by the Search Committee, another Interim Minister would be requested for 2010-2011.
 - Rev Kathy Schmitz stated that there were only 8 ministers in the DOMT group this year.
 - She stated that it was important for the leadership to communicate that the Miami congregation were "guinea pigs" in this new UUA process, and that an experiment is not a failure if everyone learns from it.
 - She stated that the search process for an Interim Minister would be done by the board and that April 15th is the deadline for requesting an Interim Minister.
 - Ben Morgan will keep the Board informed of new developments.
 - **Both Ben Morgan and Rev Kathy Schmitz emphasized that this information regarding the ministerial search is confidential.**

* Interim Minister's Report

Rev. Kathy Schmitz

- Rev Kathy Schmitz' monthly report was accepted.

• * Minister's Plans & Priorities Feb-July

- Rev Kathy Schmitz had emailed members her Plans and Priorities report detailing how she would be distributing her time and efforts in the last 6 months of her stay at the Miami congregation.
- There was a short discussion about Music Horizons, with Rev Kathy Schmitz stating that its future would depend on the new music director and that the rethinking of Music Horizons had been in discussion before Maxine Letendre's death, and is and will be continuing.
- Rev Kathy Schmitz suggested that if another Interim Minister was needed for next year, there could be some benefits for the congregation in strengthening it before a settled minister arrives.
- Rev Kathy Schmitz said that she had perceived that the previous minister Rev Lucy Seck, had left a smooth transition in her departure from the congregation, and that by the force of her personality had made things work by diffusing difficulties and conflict.
- Rev Kathy Schmitz stated that she believes that the congregation will be stronger if it can monitor itself – and that as the minister, she doesn't want the role of "playground monitor".
- She wondered how Board members can step up to keep fighting from happening.
- She said that there is ongoing work at present in developing a Covenant of Right Relations for the congregation, to assist in this process.
- It was stated that this is an opportunity for learning new skills to improve ways of navigating through the inevitable conflicts.

Treasurer's Report

Mary Figuera

- * January 10 P&L Report
 - Treasurer Mary Figuera said that numbers were up in pledges and income and down in rentals overall from the year.
 - She said that salaries are in line with the budget.
 - She said that through December, investments had increased by \$80,000.

Finance Vice President Report

David Roelant

- 10-11 Budget Process
 - David Roelant stated that there had been a finance committee meeting.
 - He said that there would be the following changes to the proposed 2010 – 2011 annual budget:
 - Clara Ibanez will be paid one-half of her healthcare plan plus her 10% pension fund in addition to her salary.
 - Trash will cost \$60/month less
 - FPL may have a 4% increase
 - The choir director and minister salaries are both unknown at this time, but could range from 85,000 – 99,000 for the minister, and 5,000 to 16,000 for the choir director.
 - Tom Edwards asked about the situation of the Investment Committee.
 - David Traupman stated that there would be a conversation with David Treece, the chair of the Investment Committee in the next week or two to see about getting the committee going, as it is an important part of the financial health of the congregation.

• Stewardship Committee

Jesse Walters

- Jesse Walters was unable to attend the Board meeting and David Traupman distributed a memo for the board on an update of the Stewardship Committee.
- The committee plans to have a major, half-day meeting in March.
- The memo stated that there are presently 117 members who had pledged \$115,171 and that clearly growing to the set goal of \$165 would be an invigorating experience.
- It was stated that March 14 will be the pledge kick-off.
- There was discussion on the appropriate time and way of following up on last year's situation of under pledging.

* Executive Vice President Report

Selva Joseph

- Executive Vice President Selva Joseph was not able to be present at the meeting.
- Selva Joseph had emailed her report to the Board Members before the meeting.
- She had also emailed the Council Notes of the January 27 meeting to all Board Members.
- David Traupman said that Bill Turner had offered to co-chair the Social Justice Committee.
- Martha Harrison made the motion to approve Bill Turner as co-chair of the Social Justice Committee and Dick Burnside seconded it and it was approved.
- David Traupman said that there are plans for having Pat Mellerson give a talk as part of the multicultural work of the congregation.

Building Management Committee

• SmartStart updates

David Roelant

- David Roelant reported that there have been delays in the final inspection for the school.
- He said that the school has 8 children signed up for the school and that the owner, Alex Garcia is confident that with advertizing, there will be more children attending.
- There will be only 2 keys for the school: one for the office and another one for all the classrooms. Alex Garcia will pay the locksmith for them.
- There has been some confusion on door numbers and that will be taken care of.

Rental Negotiations

- David Roelant reported that the Bridge Group that had been interested in renting the Sanctuary, was no longer interested.
- David Traupman said that the process of adding details to the rental policies and clarification of rate structure was ongoing.

Old Business

David Traupman

- District 3rd Tuesday Webinar: 2/16 Conflict Management
 - David Traupman announced that Board members were invited to listen to the Florida District webinar on Conflict Management on February 16th at 7:30pm.
 - He said that he was not able to attend because of a prior commitment and Martha Harrison agreed be in charge. Rev Kathy Schmitz volunteered to help with the computer set-up. It will take place on the congregation campus.
- * Agenda and Plans for 2/20 Board Retreat
 - David Traupman talked about the upcoming Board Retreat February 20 and said that the theme would be The Labyrinth.
 - He said that there would be discussion about goals for the year; Board priorities; what is critical for the leadership; what's at the heart of leadership's role; how structure is supporting that.
 - He said that he would be sending board members UUA reading material before the retreat.
 - He stated that there would be an email about carpooling; that lunch would be included, and that the hours of the retreat would be 10 - 5.

March 13 Workshop in Boca Raton

- David Traupman announced that there will be a workshop in Boca Raton on March 13.
- The retreat will be led by the creator of the *Building the World We Dream About* curriculum.
- The workshop will cost \$10 each; there will be carpooling; more details will be communicated in the near future.

New Business

David Traupman

- * FL District Annual Survey
 - David Traupman said that the FI District Annual Survey, which he had emailed to all Board Members, is due Wednesday, Feb 17th.
 - He will submit it, and requested that if anyone had ideas for it, to send them to him before then.

History Room Dedication

- David Traupman announced that the History Room Dedication would take place 2/11/10 at 7 pm.
- He said that an FIU professor would be speaking; that there would be wine and cheese and that it would cost \$10.

Membership Vote

- Rev Kathy Schmitz said that Sterling Waiters had requested to become a member of the congregation.
- Tom made a motion to accept him to the congregation; David Roelant seconded it, and it was approved.

Adjournment

- The meeting was adjourned at 9:40 pm.

* Indicates supporting documents were provided

Respectfully submitted by Martha Harrison, Clerk