

Unitarian Universalist Congregation of Miami  
Board of Trustees Meeting

June 9, 2010 Emerson Room

Pre-Meeting Social Hour & Yahoo Group Training 6:30 – 7:30 p.m.

Gisela Haynes, Barbara Nelson and Ruth Trencher agreed to joining the Yahoo Group.

Dinner was provided by Kathy Schmitz

Welcome & Introduction of Guests

David Traupman

President David Traupman began the meeting at 7:30 p.m. introduction of three new board members: Gisela Haynes, clerk; Barbara Nelson and Ruth Trencher.

Present: Dick Burnside, Mary Figuera, Martha Harrison, Gisela Haynes, Selva Joseph, Pat Mellerson, Barbara Nelson, David Roelant, Rev. Kathy Schmitz, David Traupman, Ruth Trencher.

Guests: John Bost, Susan Hangee, Bob Jacober, Janice McArthur

Assign Process Observer

David Traupman

David Traupman assigned David Roelant as Process Observer.

Congregational Input/Items of Concern

David Traupman

Bob Jacober read from the Gettysburg Address to remind us of the definition of democracy in relation to the conflicts in the congregation.

Approve Agenda

David Traupman

Martha Harrison made the motion to approve the agenda; Pat Mellerson seconded. It was approved.

Worship

David Traupman

David Traupman led a short worship/inspiration. We were remembering deceased member RonAlberts and our members Rita Schneider, Karen Paul, Rosamond Travis and Irv Loibman were lifted up in thought and concern.

May Minutes\* — Reading and Approval

Martha Harrison

Selva Joseph and Pat Mellerson suggested the following corrections: Selva Joseph suggested that Tom Edwards could do research on developing a Committee of Right Relations as a way to come back into right relations with the Board.

She made the motion that although the Board does not support the method of communication Tom Edwards' used and is concerned about anyone who has been hurt, that Tom Edwards take the next two months to do research on developing a Committee of Right Relations to be presented to the Board at the July meeting, not attend the June Board Meeting, take time for reflection, and continue with Board Yahoo Group participation.

David Roelant made the motion to accept the May Minutes with these corrections; Pat Mellerson seconded it. They were approved.

State of the Board Leadership Discussion

The topic of discussion was the resignation of the Homer Family as a result of disagreeing with the board's actions regarding the board's response to inappropriate e-mail communications from Tom Edwards . These events led board members and a guest to the following comments.

David Traupman summarized his phone conversations with Judy Homer and stated that they had discussed the letter Judy sent to all old and new board members. David apologized for stating things in

an email to Judy that should have been addressed face-to-face and that it was a lesson learned to remember that e-mail is public and that information can be taken out of context and copied to others. He also stated that in hind-sight, it would have been beneficial to have given Judy the opportunity to sit down with the entire board – just as it did with Tom – to hear her perspective and insights. Despite her subsequent decision to resign from the board and congregation, we should be open to welcoming her back and working on her concerns if and when she is ready. David stated that this is an important learning experience to move forward our work in developing a congregation-wide covenant of right relations and a Committee on Right Relations so we have procedures and tools to fairly address and manage conflicts such as this in the future.

Pat Mellerson emphasized that every member's strength should be used and commended rather than weaknesses criticized. The idea was supported by Mary Figuera because she sees it as a way to keep volunteers and encourage new ones.

Janice McArthur proposed to set up a policy how to handle cases of serious behavioral conflicts in the congregation.

Ruth Trencher stated that it is very important that old and new leaders have to come together to become a team which can then support a Welcoming Congregation. Barbara Nelson supported this and Rev. Kathy Schmitz agreed too and added that higher standards of accountability are needed.

#### Ministerial Transition

The Interim Minister's Report \* was accepted. Rev. Kathy Schmitz

#### Interim Appraisal Process Update\*

David Traupman

Martha Harrison is going to send out a compiled draft of the Interim Appraisal Process report via e-mail asap to all of the 2009-2010 board members for review. If any areas need further discussion, a meeting will be called to discuss and finalize. Rev. Kathy Schmitz still needs to make an appraisal. Appraisals are due to the UUA Ministerial Transitions Office asap.

#### Transition Team/Committee on Ministry

David Traupman

David Traupman distributed a handout from the UUA Interim Minister Handbook that defines a Transition Team for the new Interim Minister Rev. Drew Johnston that is researched and proposed by the interim search committee. This should be done in coordination with Drew and the board to best identify the purpose of the team. Possible members for this team will be researched and will be reported to the board at the July meeting.

The handout also included information from our current bylaws describing a Committee on Ministry that is called when there is a settled minister. This area of the bylaws will be reviewed and updated as part of our bylaw revisions over the next year in anticipation of us calling a settled minister.

#### Treasurer's Report

Mary Figuera

#### May 10 P&L Report\*

Mary Figuera presented her report, mentioning that we are currently ca. \$ 29,000 short in our budget. She informed us that she has often accumulated cash and needs to know where to take it. Rev. Kathy Schmitz mentioned that the cash box is broken. David Traupman said that this is an item to be discussed at the Finance Committee.

#### Finance Vice President Report

David Roelant

#### Updated Policies

David Roelant recommended to establish an endowment policy, mentioning the \$ 5000 from Joan Sweet and future givings. Rev. Kathy Schmitz mentioned that the UUA has answers for questions on endowments. However, no decisions were made.

#### Pledge tracking for 10-11

David Traupman and David Roelant indicated that a new software updating was necessary for tracking pledges in the future. Further discussions of that matter would be the concern of the Financial Committee.

Pat Mellerson

Pat Mellerson handed in the Council Report, which shows all of the existing committees. It was pointed out that several do not have a chairperson and Rev. Kathy Schmitz' interpretation of this problem is the fact that we have too many committees and too few capable people to lead them. Richard Burnside reminded the board of the Green Sanctuary, a consolidation of two separate committees.

Furthermore Pat Mellerson referred to the ByLaws which state that a person can stay no longer than two years in a leading position of a committee.

Connie Bartel will be asked to stay as chairperson in the Caring Committee, since the sad event of Ron Alberts' death; he was supposed to be her successor. This decision was made by the majority of the board.

#### Committee Proposals/ Presentations

##### Building Management - SmartStart Updates\*

David Traupman referred to the previously e-mailed renovation report and mentioned the remodeling and upgrading of some rooms for the school. Ruth Trencher made the motion to approve the renovation of the RE office as described in the e-mailed report; Martha Harrison seconded. It was approved. Several other items concerning the building and the grounds were discussed and other improvements have been made in connection with StartSmart

##### Personnel Committee - Music Director

David described the search for a Music Director in full swing. June 20<sup>th</sup> 2010 is the beginning of interviews and with the help of Beverly Cordona auditions will start and decisions will be made in July.

##### BTWWDA Program Update

David reported that a meeting of those interested in facilitating this program is scheduled for late June. Details about training and the program structure for launching this fall will be discussed.

##### Membership Committee - New Members

Martha Harrison named three new members: Lauri Mulrooney, Rex Thompson, and Roger Williams. The board voted unanimously to accept them into membership.

#### Check Out/Process Observation

David Roelant

David Roelant complimented David Traupman on his worship service and how everybody expressed some personal ideas in relation to the reading.

It was mentioned that it was effective how people were made aware of keeping track of the time.

#### Adjournment

The meeting adjourned at 10:20 pm

\* Indicates supporting documents provided

Respectfully submitted by Gisela Haynes