

Minutes

HUU

Retreat February 8, 2025

Present: Nancy Barbour, Moderator; Rich Sider, Treasurer; Irvin Peckham, Secretary; Joanna Hoover ; Bill Weech, Jo Bowman, Tom Hook, Sandy Greene.

Mission Statement:

- We discussed the degree to which we are living up to the social justice objective. We questioned whether we should emphasize environmental justice more.
- Worship Committee
- Rich reported on discussions with the Worship Committee and Rev. Onnie.
- In light of Rev. Onnie's early resignation, we discussed the possibility of sharing a minister with the Stevens City UU congregation after Rev. Onnie leaves as they will be also looking for a PT minister this year.
- After discussion, Bill moved that we a) proceed to seek additional members for the Worship Committee (Tom will assist the WC in this effort), b) postpone making changes in the role of the Worship Committee until a new minister is hired, at which time the WC will become a support committee for the minister, who will lead the worship planning process. Rich seconded. Motion carried: 5 for; 2 against.
- It was noted that the current members of the WC will be moving on to other roles in the congregation no later than December 31, 2025 even if a new minister isn't hired by then.
- Rich and Bill will update Worship Committee members on these decisions.

Sunday services:

- Bill moved to approve the smart objectives that he put on the board. Unanimously approved.
- There was discussion about the recent service that went 15 overtime and Rich agreed to address this with the Worship Committee when updating the above issues.

CRE

- Sandy reported that the interim solution is working.
- We discussed moving forward on hiring a candidate with prior UU RE leadership experience..
 - Jo will ask for references. We noted that Outreach would not be a part of the new position.

CLA

- We discussed re-establishing the CLA program by the end of the calendar year.
- A current member of the Worship Committee is interested in leading this program.

Outreach

- Tom noted that we do not seem to be utilizing Facebook and Instagram to update our activities. We need to recruit a helper/assistant for Pat. The challenge is to put new information up weekly –
- Tom suggested using Soul Matters. We discussed the possibility of paying Kim to work with this. Nancy will talk to Kim about this. Tom will help her coordinate additional social media activities.

Program Council

- Its purpose is to promote good communication across all programs and functions and will meet once a month.
- Rich moved that we establish this committee, Irvin seconded. Sandy will organize this, beginning in March. Tom will attend. Unanimously approved.

Term Limits

- The Board agreed that term limits are an important part of good organizational governance. After discussion, Bill proposed:
 - Board - 3 year terms with one possible renewal for a maximum of 6 years. A member would be eligible for additional terms after a 2-year break. Board membership should continue to be staggered to ensure continuity.
 - Unanimously approved.
 - Committee Chairpersons - same as the Board
 - Unanimously approved.
- Term limits do not apply to the Treasurer as that position is directly elected by the congregation every two years.
- No term limits for committee membership to permit people with specialized skills and experience to serve longer term in capacities related to their skills.

Facility Plan

- Rich moved and Bill seconded that we create a task force for Facility Planning, considering use of space. Unanimously approved.

Part time Minister Contract:

- Bill moved and Nancy seconded that we discuss this possibility with Stevens City. Unanimously approved.
- Nancy will follow-up with Rev. Onnie regarding approaching Stevens City UU about a possible shared contract.

Nominating Committees

- At this point, there is no formal Nominating Committee. We need to have something in the bylaws about who is in the Nominating Committee.

Organization

- Tom: Just noting that he could make more time for any further organizational needs/ management activities.

Objectives for 2025

- New board members for 2025. We need to nominate someone to replace Jo before the May annual meeting. We will put this on our agenda for our next board meeting.

Social Justice Activism

- We discussed encouraging the Social Justice Committee to inform the board about their areas of focus.
- We discussed changing the description of Strategic Goal #4 to promote social and environmental justice, and agreed to make that change.

Caring Committee.

- We need someone to chair. This committee is functioning well and has a lot to do.

Copyright issue

- We discussed the problems with copyright and streaming.

Respectfully Submitted
Irvin Peckham, Secretary
February 20, 2025