

CHART NOTES FROM ALL MEMBERSHIP MEETING ON 2/2/2025

Question 3: How do we want to move forward?

Five proposals were presented for consideration (Appendix A). A straw poll was conducted to determine which proposal to start with.

Charity Butler: 10 votes

Berti Welti: 21 votes

Montana Caouette: 3 votes

Tom Lewis: 5 votes

Danielle Stubblefield: 2 votes

Ann Kilby: 1 vote

We started with Berti Welti's proposal. Refer to Appendix A.

Question: Can we afford this proposal?

Margy Emerson, Board of Trustees President: Yes.

Montana Caouette, Board of Trustees Vice President: No.

Concern about whether we can afford it.

Chipe Sharpe: It depends

Hart Mendenhal, Board of Trustees Treasurer: Need specifics about what the proposal costs.

Margy: Considering our number of members and UUA salary range guidelines—we can afford it. And fundraising is important.

Jeanine: **Concern** about lack of budget line item in financial documents related to the question.

Bertie: Suggests we move on from current concerns.

Question: Are we sure Amy is interested? Answer: Yes.

Question: How attached are we to using the word 'minister'?

Bertie: Prefers but is flexible.

Pat: Supports the proposal explaining how Amy is appropriate to the proposal and listing her strengths.

Elizabeth: Does Amy want to be called minister?

Margy: Lay Minister is an appropriate title for Amy.

Tom: Articulates definitions of 'minister'. A minister holds a Masters of Divinity. Congregations can ordain anyone. Lay Minister is a proper term for Amy.

Concern: Affordability

Natasha: Confused about how we can afford it.

Montana: Fundraising is great, but I have not seen it happen. It takes a lot of work.

First suggested amendment: Charity proposes adding a fundraising focus with a Fundraising and Volunteer Coordinator position who is either volunteering or paid.

Berti: Accepts the idea with fundraising and volunteer growth as a goal.

Second suggested amendment: Amy is lead Lay Minister and puts together a team (including staff) for lay ministry and spiritual education. Financial Committee forms.

Bertie: Need to consider how the position develops. Presently have a general concept of Amy's position. Details to be worked out later.

Pat: Wants no more than 3 funded positions.

Margy: Supports the proposal and education for Amy

Third suggested amendment: Margy proposes adding a Volunteer Coordinator to the proposal. I think it is more important than a DRE.

Bertie: We need a DRE. Not either/or. Doesn't need to be ½ time RE. Volunteer Coordinator and fundraising is important and could be part of a third person's job. First set priorities and figure out how to do it as roles are written.

Fourth suggested amendment: That Ann's language be added to the proposal. That the congregation remain sovereign. **Yes.**

Bertie: Uncomfortable adding restraints to Lay Minister speaking for HUUF.

Guidelines are in ByLaws, don't need more restrictions.

Pat: Questions having 4 positions.

Fifth suggested amendment: Holly proposes that 'Trauma Informed Care' via Amy's education be included for the benefit of her and others. **Yes.**

Concern: RE & DRE

Danielle: Speaks to RE needs, building the committee, and that the DRE position includes fundraising and volunteer outreach. Establish it as part-time.

Wendy: Consider framing it as Engagement Coordinator.

Berti: Yes, but don't box it in.

Debbie: DRE needed to keep the focus on children and families.

Sylvia: There is interest in our community. Need to use that as an opportunity for volunteerism and fundraising.

JoAnne: Comments about the value of RE and need for fundraising. The nature

of the Fellowship is for people to work together.

Sixth suggested amendment: Janine proposes the DRE, volunteer and fundraising positions be priorities. Find ways to afford these as part of the new budget. Four roles.

No

Berti: Agrees with the priorities, but doesn't agree with locking this into the proposal.

Laura: DRE position (3rd person) is also Volunteer Coordinator with a focus on fundraising and outreach. Engagement Coordinator. Don't get too boxed in. Don't leave out RE, keep this a major focus of the job.

Seventh suggested amendment: Lisbette proposes that the importance of the DRE and of volunteer coordination/fundraising be put as part of the proposal but don't decide the details today. Commit to getting these other things achieved.

Berti: **Yes**

Chip: At times the DRE was 12 hours a week. Key players are Ministry, DRE, and Office Administrator. The congregation instructs its staff of what its priorities are.

CALL FOR CONSENSUS

With the addition of the fourth, fifth, and seventh suggested amendments the congregation achieved consensus on the proposal of Berti Welti.

We ask Amy Day to be our minister. While the minister has an important role, all policies, stands, and collective opinions (consensus) of the congregation remain sovereign. We will seek a part time Administrator who would work under her supervision. Amy will be a part of the team selecting her/our staff. In addition, we commit to achieving a Director of Religious Education (DRE) and a Volunteer/Fundraising Coordinator. Amy will further her education in Unitarian Universalism and ministry topics through studies and potentially classes (mostly on-line) through Starr King or Meadville Lombard Seminaries for which the congregation would pay. Her education will include trauma-informed care, both for her benefit and for the well-being of others.

Appendix A Proposals

Charity Butler - I propose an increasing focus on fundraising and volunteers so that we can expand the available resources across the entire fellowship. Specifically, a structure where we continue with Amy as Directory of Spiritual Life, hire a new office administrator, and look for a part-time fellowship coordinator that would marshal and organize our efforts around volunteer participation and fundraising.

Berti Welti - Ask Amy Day to be our minister. Seek a part time DRE and Administrator, who would work under her supervision. Amy will be a part of the team selecting her/our staff. Amy will further her education in Unitarian Universalism and ministry topics through studies and potentially classes (mostly on-line) through Starr King or Meadville Lombard Seminaries for which the congregation would pay.

Montana Caouette - I propose that we return to being completely lay-led. We should have an administrator and an RE director that will report to the board and a Personnel Committee. Members will help lead services around the year.

~~Tom Lewis - I propose that we search for a UUA minister.~~ (removed from the discussion at Tom's request after the 12:10pm break)

Danielle Stubblefield - I propose a structure of Director of Spiritual Life at the top of the hierarchy with a congregational life coordinator also assuming some RE responsibilities (similar to Amy's position when Brian was here) and an office administrator.

Ann - Minister has a role, but all policies, stands and collective opinions of the congregation are sovereign