

**UNITARIAN UNIVERSALIST FELLOWSHIP OF LOS GATOS**  
**MINUTES OF BOARD MEETING ON MARCH 9, 2006**

Board Members in Attendance: Jim Beebe, Harry Campbell, Pam Rhodes English, Walt Main, Lynn O'Keefe, John Omvik, Sabine Omvik, Margo Smith, Irving Yabroff

Visitors: Bob Bixler, Nan Bixler, Ann Campbell, Julie Doyle, Coralee Linton, Reverend Nancy Roemheld, Bill Scarvie, Charlie Walton

Walt opened the meeting with a short recorded talk about Chalice Circles, and then led a short discussion.

Old Business:

RESOLVED that the minutes of the February meeting are approved as posted on the website. PASSED

Ministers Report

Reverend Roemheld reported that she offered three sermons since February and met with several different committees. She is going to give two memorial services next Saturday and the following Saturday. Both families are very distraught. She requested that the Board and COM meet with her on the 23 rd at 6:30pm to review the BOT minister evaluation. She attended a meeting of the Interfaith Council at the Presbyterian Church and reports that the Council raised more than \$3000 at last Thanksgiving's Service that will be sent to Katrina victims fund. Los Gatos is apparently a sister city to Pascagoula, Mississippi and some people from Los Gatos have or will visit there. She also attended a Caring Committee meeting and has been working on the canvass. Nancy commented that Lou Yabroff is making extra phone calls to folks who did not respond to the RSVP and deserves an award for all her hard work. She was unable to submit her report via email due to computer problems.

New Business:

Proposal for dishwasher in Kitchen, Bob Bixler

There has been some talk about remodeling the kitchen to make it more useful. Bob and the Building Committee have looked into buying a dishwasher. Washing cups is 80% of kitchen use. The project is under consideration for next years budget. See attached report addendum #2.

RESOLVED: The Board thanks Bob and the Building Committee for their work but, per an earlier resolution, there will be no new spending decisions until after the canvass. PASSED

### **Search Process, Charlie Walton**

Charlie Walton spoke for about half an hour regarding his opinions on the search process. See addendum #3. There was some discussion.

### **Search Process, Jim Beebe**

Jim Beebe spoke regarding his suggestions regarding the search for an interim. See addendum #1

There was lengthy discussion regarding the search process for an interim. Nancy suggested that we read Robert Latham's "Special Care Congregations," on uua.org regarding interim ministry.

-

### **Auction, Julie Doyle**

The auction is usually on May 6 th. However with Sharon on the Search Committee and Julie Doyle unable to do it there is no one to run it this Spring. There was a suggestion that the auction be moved to the Fall.

RESOLVED: The auction be held in the Fall of 2006. PASSED

Meeting was adjourned at 8:15pm

Respectfully submitted by Margo T. Smith

ADDENDUM #1

Submitted by Jim Beebe

## Suggestions for the Interim Search Committee

### Preparation

1. Ask previous Interim Search Committee for any lessons learned.
  - In retrospect what would have you done differently?
  - What did you wish you had known before you began the search?
2. Survey of the UUFLG membership again since we differ now from the congregation that was surveyed previously. Ask:
  - What do you want us to accomplish with our new Interim Minister during his/her year with us?
3. Draft the contract for the Interim Minister.
  - Give the contract to the Board for review before offering it to the Candidate.
4. Draft mid-year ministry review criteria to be used next year.
5. Do not limit our search to the UUA's Interim Ministry Program.
  - Place ads in UUWorld and other locations that Interim Ministers are likely to read, with applicant responses directed to Search Committee.
6. Limit both our own and the UUA search to ministers currently serving in California and Nevada. (This will reduce moving costs and permit on-site visits.)

### Interview candidates Ask:

- Do you have a step-by-step guide for a congregation in an interim period?
- How would you define success for a one-year Interim ministry with our congregation?
- Ask potential candidates for references to the lay leaders (the DRE, the Sunday Services Chair, the Membership Chair, and the President of Board) at churches when the candidate was at their church.
- Call each reference and ask:
  - How did the Interim work with you?
  - How did the Interim affect your effectiveness in your involvement with your Church?
  - Which actions/activities did the Interim do well?
  - Which of the Interim's actions/activities could be improved?

- Knowing what you know now, would you have hired the candidate to be your Interim minister?

5. Discuss possible mid-year ministry review criteria with candidate.

#### Mystery Visit

1. One or more member of the Search Committee will make a mystery visit to each candidate's church on a Sunday when the candidate is preaching, and while there talk with members of the congregation.

#### Recommendation to Fellowship

When the Search Committee makes its recommendation, it should publicly summarize what it has learned about the Candidate from its Interview with the candidate, talking with references, and their visit. Specify what made him/her their first choice.

#### **Addendum #2**

Kitchen Upgrade, Bob Bixler

## Kitchen Remodeling Options

1. Do nothing.

Costs nothing. There are some good reasons to choose this option. Mostly, cups at the sink. A dishwasher holds a limited number of cups and must be and unloaded. We could use more paper cups and throw them away.

2. a) Remove cabinet #1, trade our 21 cu ft. refrigerator for a 19 cu ft. one (charge).

b) Put a new dishwasher in next to the sink. Cost est. \$700.

c) Relocate cabinet #2 to be over the refrigerator and add another cabinet dishwasher. \$75

d) A 2 ft. piece of sink top over the dishwasher. \$25

e) Swing the hall door so it opens out. \$50.

Estimated total cost \$850.

3. Do #2 except keep the present refrigerator and replace all of the kitchen Estimate cost \$1000.

4. Replace cabinet #1 and the existing drawers with new cabinets. Estimated cost \$200.

5. Total cost of everything for options 3 & 4 is estimated to be \$1200 assuming labor.

Bob Bixler

March 2, 2006

March 5, 2006

(minor formatting changes applied)

To: UUFLG Board - 3/9 discussion

Subject: RUMS discussion and Walton opinion on minister selection and criteria

Preamble- a Vision for our Fellowship

I envision a Fellowship filled every Sunday with good will, good cheer, a sense of belonging to a community, a sense of caring about one another, of belonging to the world, and of caring for the destiny of humanity, on both near term and long term.

I envision a community in which jests abound, and there is much good fellowship, in which we share as much as we choose of our own problems and our businesses, and good natured comments can be made about anything, personal or impersonal. Neither are we to be timid in our reminders to others as to when their behavior moves us backward, or stifles free exchanges. I envision a joyful and vigorous atmosphere which leaves our various drop-in visitors wishing to return, and which favorably impresses community personalities of all stripes, and which generates a positive force for good in Los Gatos and San Jose. In fact, it is part of our social responsibility to represent the progressive community in a good light. Individuals of all age groups and all types will participate, and we will share at the end of the service, and sometimes share during the service. It is our responsibility to grow and share our insights.

The minister or administrator or coordinator-person will be there ready to chat with all, and follow through on whatever was the morning theme, and bring additional comments or with information on how to learn more. Available on the

table there will be optional activities available for sign up for interested persons, and there will be optional counseling for anyone with a problem.

Problem solving can be addressed by a small group or by any other individual. Each of us would be a light unto others. Each will be in common seeking ways to greater intellectual insight or by spiritual inspiration ways to make our individual lives and the society of the world better. Our attitude and skills would be advanced through knowledge and through new understandings.

These criteria would apply for the UUFLG and will have little difference from other UU communities across the United States, who wish to have in town a progressive center for worship or showing respect for spirituality and intellect, known or unknown in its nature.

Type 1 Attitudes for a Minister: This type of attitude in a minister may show much charisma, be witty, will entertain us every Sunday, will provide us spiritual insight and provide joy and wisdom every Sunday, and will also visit the sick and needy during the week.

Type 2 Attitude for a Minister: Usually allows a member to be up front for the service, and provides them with lots of help. This type shows up at committee meetings, primarily as a Helper, and helps everyone on everything, perhaps as the Sunnyvale minister (I forget his name) does, and as Walt often does.

The minister must also be an Administrator. Members doing key jobs, such as our President, are often fatigued or overloaded, and such members need the minister to help or to do. I call that being an Ad Minister. "Types" is an over simplification; there are many nuances of "types", and human behavior is continuously responsive to changing situations and changing audiences.

The minister will give all the members a turn on being up front, from 1100 to 1130, and members may deliver to us their own philosophies and opinions about our own beliefs, and the minister will encourage members to briefly control the services.. Many of us have opinions about what makes a good sermon, and many have valuable view points to share, and we would like to hear the points made and the people who make the points.

There will not be a delivered sermon almost every time. Boring, redundant, dated, material is old, and drives some attendance away. Canned sermons are one reason many do not go to church..... The Minister should be ready at regular or irregular times to analyze the Fellowship, or the World, or our private lives.

The minister should not to be given “complete freedom of the pulpit”, which amounts to denial of membership rights during what is the most important part of the week. The important highlight of the week is the sermon hour, when our own spiritualism has the opportunity to flower. A deletion from the bylaws of this over arching ministerial privilege is needed. There needs to be respect for affirmation, throughout our bylaws, of our principles of true and equal search for spiritual growth and learning/meaning.

In our search process, a ministerial candidate is not to be chosen as the best of a small group interviewed. The qualifications must rise above a certain level. Many ministerial candidates, in my observation and participation, fall below the expectations we might have for a total dollar burden on us, of \$80,000- 90,000, per year. The return on this input may be marginal or negative. Many Starr King, or other school, graduates are not adequately qualified, in my opinion. They are not to be assumed to have supreme wisdom, superior to our own, in the critical hours of our week, on repeated weeks. It is better to

have no minister than a minister that falls below our basic need. We should avoid alienating the high quality guests or members, or turning them off.

I would rather hear input from some of our bay area spiritual and intellectual thinkers, and, to be honest, to deliver some of my own best thinking, and I also do want to hear the wisdom of our own membership. It is also part of our social responsibility to understand the world as well as we can and to steer it away from the insanity of some of our national policies, and for this we need quality programs and we need to show ourselves and our visitors and our neighbors and our families how to move to greater social justice and to the wiser use of our world's resources, and to greater joy in our personal relationships. It is a part of social responsibility to set a good example of how desirable the progressive type of living is.

These various points merit ample discussion, preferably by all, in order for us to find a preferred minister, or to reject inappropriate ministers, and to make our fellowship healthy and an optimally valuable part of our lives. We need the Minister who helps us all rather than attempts to lead us all. Our individual searches need to be aided and to be continued.

CAW 3/5/06