

First Universalist Church, Unitarian Universalist
Auburn, ME
Board of Directors
Meeting Minutes
February 15, 2023
Community Meeting Room

Present: Anne Perron (President), Jane Pentheny (member-at-large), David Das (Clerk), Betty Riggan (member-at-large), Claire Hebert (member-at-large) via Zoom; Rev. Jodi Hayashida (*ex officio*)

Guests: Angela Foss (chair, Music Committee), Levesque

6:35: Anne Perron called the meeting to order.



Board Chalice

Betty read the Mission Statement and the Vision Statement.

Anne lit the chalice; she called on all of us to work together to create and strengthen community.

Brief sharing by Board members.

Approval of Consent Agenda:

- Accepting the February 1, 2023 Meeting Minutes

Open Session:

- Levesque: they appreciated David's Board welcome at the beginning of service.

Interim Search Process:

The Board reviewed the UUA-defined process for the interim minister search. The process is centralized and compressed into a narrow time frame: mid-February to mid-May. The search is run entirely by an Interim Search Committee, composed of members of the Board. There is no opportunity for congregational input. The main features of the process:

- February 2023:
 - Board appoints an Interim Search Committee (3-5 people) from among its members.
 - Interim Search Committee consults with the UUA Transitions Office.
- March-April 2023:
 - Interim Search Committee submits the interim search application and congregational profile to the Transitions Office.
 - Transitions Office provides that information to ministers seeking an interim position.
- Late April 2023:
 - List of interested ministers released to Interim Search Committee.
- May 2023:
 - Interim Search Committee provides Transitions Office with ranked choices.
 - Transitions Office makes the match based on the ranked choices by congregation and ministers.
 - Interim Search Committee and minister negotiate the contract.
- August 2023:
 - Start of interim ministry.

The interim ministry runs for 24 months, from August 2023 to August 2025. During that two year period, the congregation will engage in the formal search for a settled minister who will start in August 2025.

There is more information in the FAQs about the Interim Ministry and Jodi's departure (appended) and in the [UUA Transitional Ministry Handbook](#) (extra caffeine recommended).

Anne relayed some questions from the Finance Committee regarding interim ministry finances.

- There is no cost attached to the Interim Ministry Search.
- Interim minister's compensation will be built into the annual budget (no different from previous budgets addressing Jodi's compensation).

Appointment of Interim Search Committee:

- The Board appointed to the Interim Search Committee:
 - Anne Perron
 - Linda Greathouse
 - Jane Pentheny
 - Claire Hebert

YYY and Fishes:

- Discussion put off to a future meeting.

Informational Updates:

- Discussion of the need to create a “Right Relations Covenant” to reinforce the expectations of good behavior; to establish community standards of behavior.
- Anne reported out on the Contradance: a great success. About 30 attendees; great energy. Overwhelming desire to hold another one. Scheduled for April 1.
- Anne spoke of creating a church culture centered around looking to the future, around consciously creating the church that we wish to be.
 - Concrete example: Anne has placed a Meeting Room calendar in the Community Meeting Room. In the calendar she has entered RE for every Sunday starting in September – in the expectation that there will be an RE program next fall.
- Board looks forward to working with Jodi to mine her institutional memory before her departure. To be aware of what really works; to be aware of potential rattlesnakes under rocks.

Guest Comments:

- Levesque: They enjoyed the contradance on Saturday. Dinner in particular was a beautiful atmosphere: tables all together; no divisions; great conversation and sense of community.



- Angela Foss: we need to improve our communication and to develop new methods. Not only within the congregation; but also our external face, how we engage visitors.

8:15: Adjournment

Respectfully submitted,

David H. Das (Clerk)