

Unitarian Universalist Fellowship of Bay County
Board Minutes



March 16, 2017

Present members:
 Cheryl Kellogg, President
 Chris May, Vice President
 Chris Dixon, Treasurer
 Helen Johnson, Secretary
 Janet Cross, At Large Member
 Bob Nixon At Large Member
 Guests: Fred Beauchemin and Sandi Dillenschneider

Agenda Item	Presented By	Comment/Action
Invocation	Cheryl Kellogg	Lighting Chalice
Call to order & Spiritual Centering	Cheryl Kellogg	Cheryl read the covenant affirmation, "Love is Our Greatest Purpose," by Jay E. Abernathy, Jr.
Secretary's Report	Helen Johnson	Chris May motion to accept the February Minutes; Janet seconded the motion. Motion passed unanimously.
Treasurer's Report	Cheryl Kellogg	Helen motion to accept the February Treasurer Report, Bob seconded the motion. Motion passed unanimously. See attached report.
Fundraising		No report available.
Stewardship Campaign and Pledge Drive	Chris Dixon	<p>Chris handed out a draft proposed budget for fiscal year 2018. The pledge drive was discussed and a meeting set up for the Pledge Committee to meet.</p> <p>Cheryl offered to loan the congregation the money to replace the roof. This will help ease the stress of raising the necessary funds before the roof will be replaced. The offer will be put before the congregation for a vote at the Annual May meeting.</p> <p>We also discussed how to better manage and make uniform Speaker fee payments. See attachment. Janet motioned to change our speaker fee guidelines as outlined in the Example Suggested Speaker</p>

		Fees. Chris Dixon seconded the motion, motion passed unanimously.
Leadership Development Committee	Fred Beauchemin Sandi Dillenschneider	Sandi reported on the progress of development of the leadership training curriculum for the UUFBC. She and Canova Henderson have been working on a schedule of classes that would culminate in a certificate of accomplishment. This is a tool for preparing future leaders within the congregation, especially for Board membership. See attached report.
Mountain Camp and General Assembly	Cheryl	<p>UUA Mountain Religious Education Week is July 9-14, 2017. The board discussed sending our Religious Education Coordinator, Gienah Harris to this camp. Janet motioned that the UUFBC underwrite the travel expenses for the RE Coordinator to attend the workshop from the Training/Seminar fund line; Chris May seconded. Motion passed, Helen abstained.</p> <p>General Assembly will be in New Orleans, June 21-25, 2017. There will be some money on the Training/Seminar and Travel/Accommodation line in the budget to provide some support for members who might want to attend. Bob Nixon expressed interest. Cheryl suggested this opportunity be announced during Sunday service as well.</p>
Sunday Programming Worship Committee	Cheryl Kellogg	The meeting was well attended. Chris May will develop a long-range calendar of guest minister speakers. There was some discussion about the UUFBC's policy regarding payment to guest speakers. The UUFBC policy is to not pay members who speak at Sunday Service. We have recently paid a "UUFBC Friend" and the question was raised if that was allowable. Ken Sizemore will be consulted as to role of Friends speaking and payment.
Religious Education Building Dedication	Cheryl Kellogg	This may be deferred from March 5 th to another day.
Faith Development	Chris May Janet Cross	No report available.
Social Justice		Report attached.
Religious Education Building & Grounds		Report attached.
New Business	Helen Johnson Bob Nixon	<p>Helen raised concern over deleting Facebook messages that are not in agreement with UUFBC principles. Cheryl assured the board that our Facebook page is fairly monitored by Nancy Schlagheck, who manages the page and only postings of a most egregious kind will be deleted.</p> <p>Bob mentioned that the Social Justice Committee is frustrated in getting their messages out digitally. Helen asked that the content have the "who, what, where, when, and why" theme used in journalism.</p>

		<p>The SJ Committee must develop the content in ready print format and then submit it to info@uuofbaycounty.com.</p> <p>On behalf of the Social Justice Committee, Bob asked what the UUFBC position is on the newly formed Bay County Indivisible (BCI) organization. The board recognizes the social justice position of this organization and Chris May will look into UUA information about what kind of role we are allowed to take. Currently we offer our facility for rental proposes to them.</p> <p>The size of the BCI meetings may require that they look elsewhere for accommodations. The UUFBC can accommodate 80 individuals inside. We discussed opening the meeting to the outside porch and grounds, using outdoor speakers. The UUFBC does not have outdoor speakers (they are on the wish list). If the BCI wants to enable a larger attendance using our outside area, they will need to provide their own speakers at this time. Helen also brought up crowd safety issues.</p>
Next Meeting		SUNDAY, March 19th, Noon
Meeting Adjourned	Cheryl Kellogg	8:45 p.m.

**Unitarian Universalist Fellowship of Bay County
Treasurer Report**

3/16/2017

Mar-17 Budgeted Amt Current Total Difference

INCOME			
Pledges	\$53,580.00	\$40,170.62	(\$13,409.38)
Plate	\$9,000.00	\$4,801.79	(\$4,198.21)
Fundraising	\$5,500.00	\$669.00	(\$4,831.00)
Rentals	\$650.00	\$685.00	\$35.00
Miscellaneous	\$500.00	\$650.25	\$150.25
			\$0.00

TOTAL INCOME	\$69,230.00	\$46,976.66	(\$22,253.34)
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EXPENSES

HUMAN RESOURCES			
Speakers	\$10,082.00	(\$4,643.00)	5,439.00
Music	\$4,650.00	(\$3,435.00)	1,215.00
R.E. Coordinator	\$15,600.00	(\$10,350.00)	5,250.00
HR Accounting	\$600.00	(\$75.00)	525.00
Training/Seminars	\$2,100.00	\$0.00	2,100.00
Travel/Accomodations	\$2,100.00	\$0.00	2,100.00
Pastoral Care	\$2,000.00	(\$97.00)	1,903.00
Community Fellowship	\$500.00	\$0.00	500.00
Child Care	\$1,200.00	(\$89.00)	1,111.00
Minister Fund	\$1,000.00	\$0.00	1,000.00
TOTAL	\$39,832.00	(\$18,689.00)	21,143.00

OPERATIONS			
Publicity	\$1,200.00	(\$202.26)	997.74
Website Hosting	\$300.00	(\$359.85)	(59.85)
Internet/Phone	\$1,316.00	(\$868.67)	447.33
R.E. Supplies	\$800.00	(\$372.48)	427.52
Insurance	\$4,500.00	(\$4,544.31)	(44.31)
Mortgage	\$3,145.00	(\$2,516.72)	628.28
Electricity	\$3,000.00	(\$1,434.36)	1,565.64
Grounds	\$800.00	(\$564.91)	235.09
Facilities	\$1,000.00	(\$279.41)	720.59
Supplies/Materials	\$750.00	(\$362.33)	387.67
Housekeeping Supplies/Services	\$2,000.00	(\$450.00)	1,550.00
Sanitation	\$3,000.00	(\$1,952.57)	1,047.43
UUA Dues	\$4,087.00	(\$4,087.00)	0.00
Reserve Fund/Capital Fund	\$0.00	\$0.00	0.00
Miscellaneous Expenses	\$1,000.00	(\$215.32)	784.68
TOTAL	\$26,898.00	(\$18,210.19)	8,687.81

COMMITTEES			
Social Justice	\$1,500.00	(\$232.79)	1,267.21
Leadership Development	\$1,000.00	(\$165.10)	834.90
TOTAL	\$2,500.00	(\$397.89)	\$2,102.11

TOTAL EXPENSES	\$69,230.00	(\$37,297.08)	\$31,932.92
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CHECKING ACCOUNT: \$19,604.94

(includes apprx \$410 remaining for RE building fund, \$987 is for Kids Mountain Camp Fund, \$1500 anonymous wish list donation and \$2000 ear-marked for Raymond James capital fund)-

MINISTER FUND: \$14,346.41

CERT OF DEPOSIT: \$9,116.63

ENDOWMENT SAVINGS: \$1964.75

RAYMOND JAMES---TOTAL (as of 30 NOV 2016) \$42,608.99

Endowment Fund: \$10,265.61

Capitol Fund: \$3374.18

We are 75% of the way through our fiscal year, time-wise.

We have collected 68% of our TOTAL budgeted income, a little behind. We have collected 75% of our pledges. I expect to receive 85% of totals pledged in this FY.

We have only spent 54% of our total budget, which is good.

ADDITIONAL NOTES:

1. The "building fund" still has a remaining balance of about \$410, if those gentlemen who worked on the classrooms can think of anything they want to use that for.
2. Was there any discussion on what to spend the \$1500 donation on? I did not add that in to the budget. It was for "wish list" items.
3. The Kids Mountain Fund. Are we going to work with RE to do scholarships this year?

PLEASE SEE BELOW & NEXT PAGE FOR BUDGET/PLEDGE COMMITTEE ITEMS

YEAR	Pledging Units	Avg. pledge	Sum Total Pledges	% collected
This Year FY17	34	\$1,597	\$54300*	75% so far, 7 fully paid
Last Year FY16	36	\$1,613	\$58,054	67%
FY15	40	\$1,403	\$56,123	77%
FY14	41	\$1,415	\$58,000	80%
GOAL FY18	37	\$1,600	\$59,200	85%

- The group is establishing small groups around issues including Women's rights, Health Care and Social Security, Education, and Economic Inequality.
- They also formed an events group, led by Bob Gilmore and others. We all noted that a large number of UUFBC members attended a rally held by Bay Indivisible on Feb. 22 in front of Bay County Government Offices in an attempt speak with Rep. Neal Dunn about voters concerns.
- The **next meeting of Bay Indivisible is set for March 21, 6:30 pm, at Roberts Hall in Lynn Haven.**

Jo and Bob Nixon briefly discussed the possibility of **Offering Safe Sanctuary/United We Dream** to help displaced immigrants. We all agreed that UUFBC does not have the resources needed to offer sanctuary to vulnerable immigrants or others in need, but perhaps may be open to partnering with larger a group. Any consideration of this will be by our Board.

In support of **Racial Justice**, Jo acknowledged the continuing support from our UU members for the **Glenwood PRIDE Project**, as we finished sprucing up and painting the 15th house, partnering with Americorp, on Feb. 28. Upcoming painting days are TBD. She also noted that Judy Stapleton and Pat and Ardella Moran are continuing to attend meetings of the **LEAD coalition**, working to improve relations between the black communities and law enforcement personnel.

Jo shared that several UU members and other faith leaders from the **Interfaith Harmony Council** recently met in support of a conference call by Hiba Rahim to Rep. Neal Dunn at the Islamic Center. On March 4, Pat, Ardella, Jo and perhaps others plan to attend a potluck supper held at the Islamic Center on the first Saturday evening of each month. [*Update: attendees report being welcomed warmly and invited to return and bring others.*]

Jo shared a draft **Social Justice Brochure** that she is preparing. Bob Nixon asked for it to be completed soon, and supported spending our SJ budget to get copies printed.

The meeting was adjourned at 8:40.

AMENDED minutes are distributed as a PDF on March 6, 2017, by Ruby Jo Faust.

AMENDED Minutes of March 1, 2017, UUFBC Social Justice Meeting

Jo Shaffer called the UUFBC Social Justice meeting to order at 6:40 pm on March 1, 2017. Others attending were Harriett Myers, Ruby Jo Faust, Sue Carol Elvin, Bob Nixon, and Ardella and Pat Moran. Judy Stapleton, Bob Gilmore, and Dennis Scott were absent. The following agenda items were discussed and agreed upon in order.

Minutes of the Feb 1, 2017, meeting were approved as distributed in an amended version on Feb. 7, 2017.

Jo Shaffer confirmed the upcoming **University of Florida Food and Nutrition program** that we have scheduled for six sessions of **BYILD classes** for the older teens, with five teens committed to attend. The schedule dates and volunteers committed for providing food are as follows:

- February 9, F & N Class (bingo): Ardella and Pat and Bob Gilmore
- March 9, Class #1: Harriett and Sue Carol
- March 16, Class #2: Ardella and Pat and Jo
- March 23, Class #3: Bob Gilmore and Harriett
- March 30, Class #4: Ruby Jo (at alternate location due to garage sale)
- April 6, Class #5: Bob Gilmore (grocery shopping)
- April 13, Class #6: Sue Carol and Jo

The **Escalating Equality Adult Ed Series** will be March 8, 6:30 pm. Ruby Jo committed to attend to support Chris May as needed.

Ruby Jo reported that the most recent delivery of **Donations to the SOAR Project for Homeless Teens** was valued at \$35.00, and that all donations since the project began in June 2016 totals \$665.00.

For **Legislative Advocacy on Lobby days**, March 20 & 21 in Tallahassee, Jo reported that Bob Gilmore, Henry Lawrence, and Pat and Ardella Moran will attend. Bob has made appointments for our delegation to meet with our State Representative Jay Trumbull and our State Senator George Gainer.

Jo and Bob Nixon briefly discussed the possibility of **asking our UUFBC Board to write a letter to US Rep. Neal Dunn and state Sen. George Gainer** asking them to save the current level of funding for Americorp and the Peace Corp.

Harriett and others reported that about 80 people attended **Bay Indivisible's** planning meeting at UUFBC on Feb. 21.

Proposed Fiscal Year 2017-2018	Proposed	Last Year
INCOME		
Pledges	\$59,200.00	\$53,580.00
Plate	\$7,500.00	\$9,000.00
Fundraising	\$2,500.00	\$5,500.00
Rentals	\$650.00	\$650.00
Miscellaneous	\$500.00	\$500.00
TOTAL INCOME	\$70,350.00	\$69,230.00
EXPENSES		
HUMAN RESOURCES		
Speakers	\$10,044.00	\$10,082.00
Music	\$4,700.00	\$4,650.00
R.E. Coordinator	\$15,600.00	\$15,600.00
HR Accounting	\$600.00	\$600.00
Training/Seminars	\$1,000.00	\$2,100.00
Travel/Accomodations	\$1,000.00	\$2,100.00
Pastoral Care	\$1,690.00	\$2,000.00
Community Fellowship	\$300.00	\$500.00
Child Care	\$600.00	\$1,200.00
Minister Fund	\$1,650.00	\$1,000.00
Roof	\$4,200.00	\$0.00
Lawn Mower	\$3,000.00	
Minister Search Committee	\$0.00	\$0.00
TOTAL	\$44,384.00	\$39,832.00
OPERATIONS		
Publicity	\$600.00	\$1,200.00
Website Hosting	\$450.00	\$300.00
Internet/Phone	\$1,316.00	\$1,316.00
R.E. Funding	\$1,500.00	\$800.00
Insurance	\$4,600.00	\$4,500.00
Mortgage	\$0.00	\$3,145.00
Electricity	\$3,000.00	\$3,000.00
Grounds	\$800.00	\$800.00
Facilities	\$1,000.00	\$1,000.00
Supplies/Materials	\$750.00	\$750.00
Housekeeping Supplies/Service	\$2,000.00	\$2,000.00
Sanitation	\$3,000.00	\$3,000.00
UUA Dues	\$3,700.00	\$4,087.00
Reserve Fund/Capital Fund	\$0.00	\$0.00
Miscellaneous Expenses	\$1,000.00	\$1,000.00
TOTAL	\$23,716.00	\$26,898.00
COMMITTEES		
Social Justice	\$1,500.00	\$1,500.00
Faith Development	\$375.00	\$0.00
Leadership Development	\$375.00	\$1,000.00
TOTAL	\$2,250.00	\$2,500.00
TOTAL EXPENSES	\$70,350.00	\$69,230.00

RE Progress Report 3/8/17

Kid's RE:

The Preschool is slowly being introduced to other Spirit Play baskets (one or two a season) they like having more room to spread out, and easier access to outside time.

The Elementary continues to enjoy the Spirit Play baskets and activities. I have started giving them a guided project to keep them focused, but they are still able to create that project in any way they choose.

Our Youth class has shrunk considerably. Many Sundays we only have one Youth, or two if she brings a friend. This will change soon as we have 3 regular attendees from the Elementary who will be Youth next year.

The lack of a large group has given Katie Vanderveen the opportunity to teach in the Preschool (with an adult assistant) once a month, and she has jumped for the opportunity. This gives her a chance to teach our UU stories and through teaching better understand them. This will also give her a chance to have more ownership over her role in the UU community. It is my hope that she will continue to grow in this respect.

Adult RE:

We continue to have low attendance for the Wednesday night class. If I do not have at least 4 people at this month's evening class I will be asking the President's support in canceling the Wednesday class and only offering the Sunday Coffee and Questions.

Upcoming Items:

The Kid's Summer Program will be changing this year. The Youth, Elementary, and Preschool will be combining for the summer. This is partly to give our volunteers a break, and it will lead into our Summer "Outside Over There" program. Each Sunday the kids will have either a story or a lesson from a different culture that leads into the week's adventure.

"Outside Over There" will be this year's Summer Camp. I continue to have difficulty getting parents involved in any form of Summer Camp. Instead of a traditional week long camp, we will be offering an adventure one day a week from June 18-August 15. These adventures will be local and will correspond with the theme from the proceeding Sunday's RE class. I think that with the current volunteer capacity, we can accept up to 15 children into this year's program. I am hoping to get a few more parents/volunteers involved.

There was an idea to try a Go-Fund-Me page to help fund the trips, however the volunteer who offered this can no longer do it. To cover the cost of entry fees, gas, and snacks I am suggesting we charge at least \$40.00 non-refundable fee per camper for the Summer. I will need the registration packets and the camp fee (or an in-place fee schedule) back by April 30. Please see the next page for the (current) planned camp events and the estimated costs associated.

RE Progress Report 3/8/17

Day	Adventure
Jun 20, 2017	St. Andrews Water Day (\$32 for 4 cars)
Jun 27, 2017	To Be Determined
Jul 4, 2017	No Camp
Jul 11, 2017	Florida Caverns State Park (\$168 for 21 people)
Jul 18, 2017	Conservation Park
Jul 25, 2017	Fire Department/Police Department
Aug 1, 2017	Kite Flying/Making and Drone Discussion (roughly \$20 in supplies)
Aug 8, 2017	E.O. Wilson Biophilia Center (\$118 for 21 people)
Aug 15, 2017	Kayak Trip (Children 7 and up)

The estimated costs are for 15 children and 6 volunteers.

If we have 15 children sign up for camp we will have \$600 in fees, \$338 will go towards the entry fees for various trips, I estimate that we will use at least \$50 on snacks/ forgotten sunscreen. Any remaining funds will be divided up between the volunteers who drove children during camp for gas money.

Making It Happen

- ❑ We are carrying out Stewardship this year through small group "Stewardship parties," and all will be invited to one.
- ❑ The meetings will lead to deeper engagement and greater understanding of our needs and our possibilities.
- ❑ The average pledge is \$2,400 per year. Some of our congregants cannot pledge that much, and some can pledge that much and more. We urge you to pledge whatever you can, to be as generous as you can within your means.
- ❑ Everything we do to expand the reach of our gifts happens because we come together as a community and pledge to make it possible – you and I and every one of us!

Last Year's Pledges: Thank You!

**\$540,000 total pledged
÷ 225 pledges**

= \$2,400 average pledge

Now Is Our Time!

Now Is Our Time to be more generous, more loving, within our home and beyond

- ❑ We hope you will attend a small group Stewardship Party. You may hand in your pledge card there, or give it to a Stewardship Committee member or the office soon afterwards.
- ❑ Thank you for your generosity!

Unitarian Universalist Congregation of
Princeton, 50 Cherry Hill Road
Princeton NJ 08540
(609)-924-1604

www.uuprinceton.org
stewardship@uuprinceton.org

Photographs by Carl Haag



Now Is Our Time!



2017-18 Stewardship Campaign



**Unitarian Universalist
Congregation of Princeton**

Now Is Our Time!

In these divisive and dangerous times, you and I need our congregation more than ever

- ❑ Severe cuts are threatened in the social safety net.
- ❑ Civil rights that once seemed assured now could be under attack.
- ❑ Vulnerable communities could be assailed.
- ❑ Our sense of common purpose and decency seem weaker as a nation.

Now Is Our Time to come together in voices and action for justice and compassion.



The Common Good of UUCP

All of us celebrate our shared commitment to a strong faith community

- ❑ The capital improvements to our congregational home will begin shortly.
- ❑ Our worship, music, Religious Education, pastoral care, community events, and ongoing maintenance of our spiritual home will always need our full support.

Our financial pledges need to cover 80% of our operating budget.

Our UUCP Budget	\$670,000
Our congregational home	26%
Worship & music	17%
Religious learning	13%
Social justice & the UUA	15%
Fellowship & community	9%
Admin & communications	<u>20%</u>
	100%
Total Pledges (>80%)	\$540,000
Other Income	\$130,000

The Greater Good of the World

Our values and principles call for us to be faithful servants to the Trenton-Princeton area and the wider world. Now more than ever, we face these needs:

- ❑ Continue support for the UU Legislative Ministry of NJ and larger Association of which we are a part
- ❑ Grow our social justice funding by fully supporting operations with pledges, so that our weekly offerings can go outside the congregation
- ❑ We are a generous congregation, and now is our time to increase commitment to many Trenton - Princeton social justice needs

We welcome every stranger, sharing the love we have received from each other.



The Board shall select from its membership such officers, other than the Treasurer, as it deems necessary and shall provide for the timely succession of such officers:

- the Board may appoint from its membership a Moderator and a Scribe to preside and record minutes at Board meetings
- the Board may from time to time appoint from its membership a trustee to represent HUU legally as its President

Section 3: Responsibilities

The Board shall have general charge of the property of the society, the conduct of its business affairs, and the control of its administration. In particular, the Board shall

- expend funds as provided in the budget approved at the annual congregational meeting
- employ staff
- approve and effect the acquisition, purchase, transfer, or sale by HUU of any real property or investment
- establish committees
- appoint from its own membership liaisons to serve ex officio on committees
- provide guidance as needed to committee chairs
- remove any committee chair as necessary for the well-being of the congregation
- delegate to subcommittees
- examine periodically the purpose of the congregation in order to establish and modify programs and long range goals
- set the time and place for annual congregational meetings
- fill vacancies in elected offices with persons who serve until the next annual congregational meeting
- establish written policies and guidelines necessary for the smooth running of the congregation
- approve all policies and procedures necessary for the effective implementation of these by-laws

Section 4: Election and Terms of Office

Board members shall be elected at the annual congregational meeting. Their terms shall begin on June 1 and end on May 31:

- The Treasurer, along with one or more Assistant Treasurers as determined by the Board, shall be elected in odd numbered years for a two-year term.
- All Trustees shall be elected to three-year terms. Trustees' terms shall be staggered so that two Trustees shall be elected each year.

Section 5: Resignation and Dismissal of Board Members

Any board member who wishes to resign shall submit a letter of resignation to the board. Board members may be dismissed from the board for conduct detrimental to the interest of the church, for lack of sympathy with board duties or for refusal to render reasonable assistance in carrying out the board's responsibilities. The Board will develop all necessary procedures when dismissal of a Board member is required.

Suggested Speaker Fee Guideline - gathered from other UU churches and the UU Minister's Assoc.

Ministers	\$300
Outside Speakers/Musicians - total program	\$150
Outside Musicians - not total program	\$80

Members, relatives of members, and Friends of the Fellowship that speak or perform in the service are considered to be giving their time and talents as a gift to Fellowship. Speakers that travel over 50 miles are reimbursed for mileage at the IRS rate. If an outside speaker represents a community organization then fees will be given to the organization.

FIFTH CLASS OUTLINE:

Self-study

FOCUS-UU Institute, Healthy Leadership 101

<http://www.uuinstitute.org/courses/healthy-leadership-101-s17/> (*CERG online class, 8-taken over 4 months*)

*** a written reflection from the participant discussing:

1. how this course relates to Leadership and Development
2. current strengths observed in our congregation
3. current weaknesses observed in our congregation
4. 3 suggestions for improvement

ADDITIONAL STEPS:

***Self Study** - Read any/all of the following

#1: *Serving With Grace*, by Eric Walker Wikstrom

#2: *Big Ideas for Small Congregations*

#3: *Growing A Beloved Community*

***Internships:** Serve an internship of at least two meetings on a committee/team.

*****Must give prior notice for approval!*

- Committee/Team Chair assigns a task - intern completes task
- Attend a Board Meeting
- Core Units 1 & 2
- Maintain a journal to be submitted to Leadership Development Chair for Certification of Internship Completion

***Advanced Training** (enhanced training)

UU Institute Courses

Attend UU/UUA Training Event(s), - national, regional, district, local

***Minimum Training Requirements** (effective July 1, 2017) for assignment as:

Intern - no minimum

Committee/Team Member - Core Units 1& 3 or Internship Certification

Committee/Team Chair - Core Units 1-4, Self Study - choose one

Board Member - Core Units 1 & 2 and Leadership 101 (UU Institute)

Executive Board - See By-Laws, President & Vice President require one year of previous Board service

*** Note:** Training Journal required, turn in for evaluation when completed.

Once all the above is completed, and journal is approved, certification of completion will be given

Leadership training course outline:

5 Classes (1 set in the Fall and 1 set in the Spring)

- Units 1-4 presented at UUFBC, traditional classroom setting
- Unit 5 online class, cost reimbursed by UUFBC (\$30), certificate of completion needed

FIRST CLASS OUTLINE:

Possible instructor- (Kathy Rifenburg, Cheryl Kellogg, Chris May)

FOCUS-UUFBC Governance and Right Relations (governance may need restructured)

Leadership quote (*Pick 1 slide on leadership relating most to this particular topic*)

Show flowchart (Use the same one, if possible, for each class)

Defining definitions (Possible icebreaker exercise)

UUFBC Power point Presentation

Time for reflections

Closing (i.e. a revisit to the Leadership quote and how it relates to the things discussed)

SECOND CLASS OUTLINE:

Possible instructor- (unknown)

FOCUS-Congregation as an Emotional System

Leadership quote (*Pick 1 slide on leadership relating most to this particular topic*)

Show flowchart (Use the same one, if possible, for each class)

<https://youtu.be/RrfEIXuV8rg> (*Covenant with Connie Goodbread, 21 minutes watch at home*)

Time for reflections

Closing (i.e. a revisit to the Leadership quote and how it relates to the things discussed)

THIRD CLASS OUTLINE:

Possible instructor- (Cheryl Kellogg)

FOCUS-We're All Leaders

Leadership quote (*Pick 1 slide on leadership relating most to this particular topic*)

Show flowchart (Use the same one, if possible, for each class)

(UUFBC power point presentation)

Time for reflections

Closing (i.e. a revisit to the Leadership quote and how it relates to the things discussed)

FOURTH CLASS OUTLINE:

Possible instructor- (Unknown)

FOCUS-UU University 2007

Leadership quote (*Pick 1 slide on leadership relating most to this particular topic*)

Show flowchart (Use the same one, if possible, for each class)

<https://youtu.be/0kD32ktiZqk?list=PLECCED2630DEDA963> (*Parts 1-3, Gil Rendell from Alban Inst. total about 40 minutes to watch at home*)

Time for reflections

Closing (i.e. a revisit to the Leadership quote and how it relates to the things discussed)