

Jan 25, 2020 Council Meeting

Attending:

- Marty H.
- John H.
- Martha H.
- Dan H.
- Kathy H.
- Charlotte K.
- Ann M.
- Karen R.
- Patty R.
- Cat R.
- Rev. Sam S.
- Cindy S.
- Ellen T.
- Jeter W.

Guest:

- Mary Ann H., (Nom Com)

Themes:

- Communication Newsletter, Annual Reports, Budgets, Nominating Committee news, Harvest the Power workshop 2

Attachments:

- See links below under “Harvest the Power.” Please read before mini workshops.

<p>Opening Reading & Chalice</p> <p>Kathy H. and Cat R.</p> <p>2 min</p>	<p>Chalice Lighting</p> <p>For this new year, just weeks old, beginning today, always beginning.</p> <p>For beginnings that emerge out of endings, appear amidst continuity, become visible in hindsight.</p> <p>For all the times, and all the ways, we have begun anew, together.</p> <p>We light our chalice, symbol of faith, perseverance, and hope, in astonished thanksgiving and irrepressible praise.</p> <p>Please join me in the words to light our (virtual) chalice...</p> <p>“In the light of truth, and in the warmth of love, we gather to seek, to sustain</p>
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	and to share.”
<p>Mini Speaker</p> <p>10-15 min each topic?</p>	<p>Rev Sam</p> <ul style="list-style-type: none"> ● Annual reports templates and plan/timing. Rev. Sam will send the templates. Hoping to give the annual report of the church a bit more structure with reports groups by ministry following the organization chart. ● Budget - Please email Rev Sam your program budget from your team with some detail by Feb 5. Assume “in person” church next program year though we don’t know for sure. ● Communication Newsletter. Hoping to start in March. Rev. Sam is assembling a team. ● Adult RE. Please email your Adult RE info for the Spring semester. It will be updated at https://www.orlandouu.org/learn/adult-religious-education/ as well as some kind of brochure. <p>Mary Anne</p> <ul style="list-style-type: none"> ● The Nominating Committee is in session and preparing the new BOT slate. The Nominating Committee is seeking 4 more people to complete it. Working on being more transparent. ● Nominating Comm will list who is on the team so people can contact them. You can reach Mary Anne at her personal email or Eileen at Nominating@orlandouu.org ● On Feb 7 at 4 PM Mary Dipboye will host a round table for people who might be interested in serving on Nom Com or BOT or who simply want to learn what it is all about.

<p>Main Topic</p> <p>40 min?</p>	<p>Harvest the Power Workshop 2</p> <p><u>Activity 3: From “I” to “We”</u></p> <p>Unitarian Universalist leaders are examining how individualism in our congregations mirrors some of the unhealthy practices of the dominant white U.S. culture. In her book <i>Salsa, Soul, and Spirit: Leadership in a Multicultural Age</i>, Juana Bordas explores leadership approaches in Latinx, Black, and Indigenous communities</p> <p><u>Handout 2. "I" to "We": From Individualism to Collective Identity</u></p> <p><u>Activity 4: The Margin, the Center</u></p> <p>Invite participants to remember the experiences they shared, earlier in the workshop, of mattering and of being marginalized. Ask: “What do your experiences suggest about the importance of leaders attending to both the culture of their meetings and the culture of their congregation?”</p> <p><u>Handout 3. The Margin, the Center</u></p>
<p>Announcements</p> <p>5 min</p> <p>Cat</p>	<p>1U Board Minutes</p> <p>Webinar -- Southern Region Toolbox Webinar (from Kathy H.)</p> <p>The February 9, 2021 topic is “Systems Perspectives on the Congregation.” See link to register and/or view next topics. If you cannot go, you can sign up and be sent the video link.</p> <p><u>https://www.uua.org/southern/calendar/region/sr-toolbox-webinar-jan-12</u></p> <p>Computer Class Feb 8, 2021 at 11 AM EST (From Cat R.)</p> <p>The Chairs computer tutoring class takes a “deep dive” into Zoom screen sharing and practices how to do it together.</p> <p>John H -- A “Disaster Planning Team” is forming for 1U. It will address various scenarios. (ex: fire, hurricane). Please let your teams know and if anyone is interested in helping contact John H.</p>

<p>Council Check Ins</p> <p>Personal Check In?</p> <p>How is your team holding up?</p> <p>Any retiring Chairs</p>	<p>Adult RE (Rev. Sam) Please email your Adult RE info for the Spring semester. It will be updated at https://www.orlandouu.org/learn/adult-religious-education/ as well as some kind of brochure.</p> <p>Alliance (Charlotte K.) Continue to meet twice a month on Zoom and keep up with each other.</p> <p>Care Team (Patty R.) The Care Team continues to function, both by sendings cards and by empathetic phone calls. Please let us know if someone needs a caring phone call. (Care Team is made up of the Caring Circle and Pastoral Associates.)</p> <p>Children’s RE (Sarah G. and Cindy S.) Tour of the sanctuary, box fort making on RE lawn this Sunday.</p> <p>In person OWL will be starting again in Spring (K-1) in partnership with UUUS. Please contact if you’d like to be trained in OWL for next program year.</p> <p>Covenant Groups (Patty R.) Covenant Groups continue to function, both weekly and monthly using the Soul Matters curriculum. There are approximately 50 people involved each month. The Drop in Covenant group on Wednesday’s has between 9-12 participants depending on the week.</p> <p>Fellowship (Marty H.) 1st Sunday Fellowship continues on Zoom. Other “in person” activities dormant due to COVID-19.</p> <p>Finance (John H.) Pledge income exceeded budget for December, and we are still well ahead of budget for pledges year to date. Some operating costs remain below budget since our buildings are not being used. Overall, we have a surplus of about \$64K for the first six months, but are projecting a deficit of \$39.1K for the year, revised upward from \$38.8K in November.</p> <p>Our original budget for Fundraising was \$10K. In our September forecast we reduced it by \$5K, and revised it further to \$0 at the end of December. A planned fundraiser in April [paper shredding truck in 1U parking lot] may result in \$1- 2K. We have also reduced projected Facility Use income to \$1K [from \$6K] for the balance of FY2021.</p> <p>The Finance Committee will be reviewing requests for funding for the</p>
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first pass of the FY2022 operating budget in our February 9 meeting.

Leadership Development. (Cat R and Kathy H.)

We met for the Dec agenda build and Dec Council meeting. We continue to offer “Serving with Grace” book group for all and “Harvest the Power” and “Computer Tutoring” for Chairs. Possible worship on March 21 based on Leadership as a practice.

Long Term Maintenance and Enhancements (Dan H.)

No issues to report.

Membership (Ann M.)

1. Spring schedule of Inquirers series has been set, with the hope that there will be potential new members interested in joining 1U. This schedule would allow for the 30 days required between signing the Membership book and participating in a congregational vote (such as calling a new minister, which could happen 4/25/2021)

2/21 Q and A with the minister (Inquirers #1)

2/28 - Inquirers #2 - UU History; 1U History (provide links for further information on these topics)

3/7 - Inquirers #3 - Congregational involvement -: Social Justice, Adult Enrichment, Children's RE, etc.

3/14 - Inquirers #4 - Membership, generosity, governance

3/21 - congregational meeting (NO Welcome Center)

3/28, 4/4 - Welcome Center

4/4 - Welcome new members during worship (this is also Easter Sunday)

2. Membership Team will meet with Rev. Sam, using data provided by Amy F, Church Administrator, to complete UUA certification of number of members. Due February 3.

Mystic Grove (Cat R.)

Outreach -- Cat R attended January CUUPS BOT meeting as CUUPS National BOT secretary.

Our digital programs will continue in February.

Feb 6 (7 PM- 9	Imbolc Ritual. Celebration for the coming of
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PM)	spring. 7 PM ritual and 8 PM virtual potluck.
Feb 7 (12 PM - 2 PM)	Monthly MG meeting to plan upcoming rituals, classes, fellowship, etc.
Feb 21 (7 PM - 9 PM) 3rd Sundays for a series of 5	Seeker Class 1. We are repeating this 5 session series. Curious about Paganism and/or Unitarian Universalism? Is this the path for you? Take this class to find out what it's all about. Both newbies and long term pagans gather to share their questions and experiences in lively discussion.
Feb 26 (7-9 pm) 4th Fridays for a series of 10	Paganism 101. We adapt Vancouver UU's curriculum for Zoom. This course introduces the practices, beliefs, and history of modern pagan spirituality. Participants in this rudimentary class will create and maintain a student altar as we explore basic altar set up and ritual tools, the wheel of the year, deity, the four elements, and more. We also touch on different pagan paths and examine how modern paganism fits with Unitarian Universalist principles.

Children's Enrichment January 2021

Project Updates – RE is planning on making and sending Valentine Cards to identified 1U people and also completing interviews and doing more intergenerational activities.

Sunday Jan 31- Drive Up event with handouts and tours of sanctuary and making forts from boxes.

Bench Project – The committee will not launch this until next program year but will try and set up a drop off area for bottle caps at 1U. More information to come.

Our Whole Lives – OWL to offer K-1 program for parents to implement. 7th and 9th possibly with UUU. We are looking for volunteers – as always.

Plan is to do volunteer orientation soon.

Sanctuary Renovation Update (Dan H and John H)

1. **A/V booth** is in place.
2. **Emergency exit** on Robinson side is installed.
3. **New restrooms** are almost finished. Floor tile is installed, as well as sinks and toilets. They feel “roomy”.
4. First coat of blue paint is in the **hallway**.
5. **TV monitor** frame for choir loft is in place.
6. The old **Ready Room** will be carpeted and used primarily as storage for musical instruments. The old **A/V Room** will be repainted and used for storage.
7. **Sanctuary Tours:** The work will not be fully completed for the tours planned for January 31, but the space will be cleaned up and safe. 2-4 pm.

Social Justice (Martha H.)

1U Social Justice Coalition work group met Jan, 13, 2021.
Ellen T. (facilitator), Rev. Sam S. and 7 others

Kathy H. took notes and a summary is as follows:

Working group is being formed to discuss state legislative goals for the upcoming legislative session. Meeting and discussion will be scheduled before next SJ Coalition meeting. Mary Dipboye, Libby Jackson, Martha Hartgering and others will be asked to set a date and attend. They will report at next meeting.

Rev. Sam reported that an online newsletter is being planned. Social Justice news can be shared there, especially to widen the circle of interested folks. Mid-February is target date.

The group looked at the UU Boulder, CO Justice Council charter as a model for 1U's charter.

Michael C., Karen R., Kathy H. volunteered to work on a 1U charter draft.

Welcoming Congregation UUA program has been revised. 1U will need to be re-certified soon if the church wishes to maintain its “Welcoming Congregation” designation. “The Gender Journeys” cancelled last spring should qualify for the revised program.

Next meeting Feb 3 at 1:30 p.m.

Stewardship (Karen R.)

Just reformed the team and will be starting the campaign. It will run through the month of March. Watch for your pledge cards coming soon.

	<p>Transition Team (Ellen T.)</p> <p>We met with Rev. Sam on Jan 11th. Continue to give pulse checks on the congregation and share ideas.</p> <p>Wrestling with Our Understanding of Racism (Ellen T.)</p> <p>In January, we began a 2 month series discussing articles from the Black Lives Matter issue of YES magazine.</p> <p>WUURL (Kathy H.)</p> <p>Attendance for “Tea at 10” weekly Zoom gatherings remains at about 10-12. Monthly gatherings on the 4th Wednesday will feature Seth Miller of the Florida Innocence Project on 1/27 and Nicki Drumb on 2/25.</p>
<p>Closing Reading</p> <p>2 min</p>	<p>Closing Reading</p> <p>As far as our love flows; as far as our hope grows; as far as our yearning goes; we are no farther one from another.</p> <p>Please join me in the words to extinguish our (virtual) chalice....</p> <p>“We extinguish this flame but not the light of truth, the warmth of community, or the fire of commitment. These we carry in our hearts until we are together again.”</p>
<p>Extra Learning Links</p>	<p>For Leaders</p> <p>1uleader.wordpress.com</p> <p>How can I get to the 1U Church Service? https://tinyurl.com/find1uworship</p> <p>1U BOT Minutes https://www.orlandouu.org/board-minutes/</p> <p>1U Bylaws https://www.orlandouu.org/wp-content/uploads/2020/11/Bylaws-Nov-2020-fi</p>

[nal-really.pdf](#)

Ten Principles of Latino Leadership by Juana Bordas (note the charts)
<http://www.juanabordas.com/wp-content/uploads/2014/09/3.-Ten-Principles-of-Latino-Leadership.pdf>

Making Space for Multiple Cultures 401
<https://www.uuinstitute.org/topic/cultures2-401/>