

-Mar 22, 2021 Council Meeting

Attending:

Cat R.	Marty H	Martha H	Karen R
Kathy H	John H	Cindy S	Ellen T
Patty R	Dan H	Charlotte K	

Guests: Jeter W.

Themes:

- Website Remodel Tour
- Leadership Recharge:
 - Transcript from 1 & 2
 - Finishing up 3
- Help with Annual Reports, Template to Use

Attachments:

Opening Reading 2 min	Opening Reading We are all longing to go home to some place we have never been— a place half-remembered and half-envisioned we can only catch glimpses of from time to time. Community. Somewhere, there are people to whom we can speak with passion without having the words catch in our throats. Somewhere a circle of hands
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will open to receive us, eyes will light up as we enter,
voices will celebrate with us
whenever we come into our own power.
Community means strength
that joins our strength to do the work that needs to be done.
Arms to hold us when we falter.
A circle of healing.
A circle of friends.
Someplace where we can be free.
[Starhawk]

Chalice Lighting

Please join me in the words to light our (virtual) chalice...

“In the light of truth, and in the warmth of love, we gather to seek, to sustain and to share.”

<p>Mini Speaker 15-20 min each</p>	<p>Website Updates (Jeter W.)</p> <p>Jeter takes a few minutes to update chairs on the website remodel.</p> <p>Children’s RE (Cindy S.)</p> <p>There may be a need for some coordinated scheduling around April events. Pending discussion about spring, summer or fall plans. Focus on volunteer recruitment, collaboration and scheduling</p> <p>April 4 Drive By -- Easter Egg hunt, lawn games, youth group, etc to celebrate spring.</p> <p>Generosity (Karen R.)</p> <p>Updates on the annual pledge cards and other info.</p> <p>Saturday Drive By between 10-1 for your thank you gift and drop off your pledge card.</p> <p>Minister Updates (Rev Sam)</p> <ol style="list-style-type: none"> 1. Monthly digital newsletter protocols and deadlines 2. Annual reports - protocols and deadlines - requests were sent by Gaby to program groups and Mary to BOT support groups. Deadline March 29. <p>Keeping attendance - Rev. Sam has not requested this from groups after an initial conversation.</p>
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<p>Main Topic</p> <p>Updated by Kathy 3.20</p> <p>30 -40 min?</p> <p>We finish a timely Peter Bowden “Leade Recharge” excerpt.</p> <p>It is a FREE access module.</p> <p>https://www.peterbowden.live/recharge2021</p> <p>More Links: https://peterbowden.net/</p> <p>https://www.youtube.com/c/PeterBowdenLive/videos</p> <p>Excerpt on Faith</p>	<p>These were the reflections from leaders attending the February 22, 2021 Council meeting.</p> <p>Foundations: https://docs.google.com/document/d/1nBfwPZUB60uujnN_hMXQYk1A7GOKU8hBZKiHnHJU0As/edit?usp=sharing</p> <p>Moving online: https://docs.google.com/document/d/1RfSBJ8pkPHr0B1O2Wev5-hREkYmgToRz-An_WeCwQXw/edit?usp=sharing</p> <p>PART 3 - LOOKING FORWARD</p> <p>Let’s look to the future! What are the questions we need to be asking as leaders, as a congregation? What issues do we need to be aware of?</p> <ul style="list-style-type: none"> • As we look ahead, what questions or issues should we as leaders be considering? • What else should be on our radar? • What hopes or concerns do you have? • Getting a sense of how people feel about gradual return to on campus activities while still having virtual opportunities as we move toward a new “hybrid” model? <p>ANNUAL REPORTS</p> <p>Did you get yours from Gaby? Do you need to get the template?</p> <p>This was sent by Gaby, 1U Program Assistant:</p> <p>Attached is a form showing essential information about your team. This information will be printed in the Annual Report. Please feel free to correct any information we have that needs updating. Please include:</p> <ul style="list-style-type: none"> • The name of your team. • The name of each person who serves on your team. • Your charter (or mission) statement if you have one. If you don't have a charter statement, please write out a very concise statement showing your team's mission or purpose and essential work. For example, here's the Long Term Maintenance and Enhancement team's charter statement: <i>The Long Term Maintenance & Enhancement Team's responsibility is to provide periodic inspection of the campus infrastructure and conduct or facilitate required maintenance to ensure the long-term viability of the buildings and</i>
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<p>Development from ExLE</p>	<p><i>grounds.</i></p> <ul style="list-style-type: none"> • A brief synopsis of what your team did in the current program year ending. Briefly note major accomplishments or work, not to exceed 250 to 500 words, based on your work's complexity. The brief is best as folks will want to know what you did from a "balcony" perspective. For a few teams, the virus may have ceased your work if it depended on in-person gatherings. Even though your work was interrupted this year, let us know briefly of your hopes for the next program year. <p>You may either print and fill out this form or send me an email with the information, whichever is easiest!</p> <p>Deadline: Please send it to me by <u>Monday, March 29.</u></p>
<p>Announcements</p> <p>5 min</p> <p>Cat</p> <p>3/16</p>	<p>1U BOT Minutes</p> <p>https://www.orlandouu.org/board-minutes/</p> <p>Congregational meeting March 21, 11:30 will have information about the Ministerial Search, remodeling update, generosity campaign, etc.</p> <p>Council Minutes</p> <p>https://www.orlandouu.org/committee-chairs-council/</p> <p>1U Board Announcements</p> <p>1U's COVID Task Force is closely monitoring the local health conditions, including the percentage of persons who have been vaccinated, at covidactnow.org The UUA Transitions Office will soon be sharing its guidance on how congregations should handle their candidating week activities.</p> <p>IF in person activities result from the UUA's advice, then we will use the experience to test out our preparations and protocols. HOWEVER, we are taking a very conservative approach and there is no timetable set for reopening the campus on a regular basis at this time.</p> <p>In the next week or two, the Board will hold a special meeting to consider approving some enhancements to the air circulation system in several</p>

Kathy updated
3.20

buildings. Given the projected lead time, it is timely for the Board to vote on these enhancements so that the campus could be ready when reopening occurs.

Upcoming (Virtual) Congregational Meeting Dates:

April 25 - Special meeting to vote on candidate for Settled Minister along with Letter of Agreement

May 1- Annual Meeting - Approve slate of candidates for BOT and Nominating Committee, Approve 2021-2022 Budget, Annual Report from BOT, Committees & Teams (included in meeting packet)

2021-2022 BOT & Nominating Committee -- Eileen Simoneau, Chair, Nominating Committee and members are working to prepare a slate of candidates for the congregation's approval at the Annual Meeting. Persons interested in serving on the BOT or Nominating should contact Eileen at Nominating@orlandouu.org

Search Committee - Candidating Week

Craig Alig is working on getting details in place. Report at March 21 congregational meeting is a start. COVID safety policies will be considered.

Computer Class April 12 at 11 AM EST (From Cat R.)

- Tips for organizing your Google Drive for your church volunteer work

Southern Region -- March transcript about "Safe Congregations"

April 13 Southern Region Toolbox Webinar

Topic is "Pastoral Care and Chaplaincy resources.:"

<https://www.uua.org/southern/calendar/region/sr-toolbox-webinar-april-13>

	<p>...</p> <p>More Southern Region Events</p> <p>https://www.uua.org/southern/calendar/region</p> <p>Other Region Events</p> <p>https://www.uua.org/regions</p>
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<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)</p> <p>Alliance (Charlotte K.)</p> <p>The Alliance continues to meet 1st and 3rd Tuesday at 11:00 for socializing and support. We enjoy each other's company, and look forward to the day when we can be together again and get back to work. Recently we have generated funds through the sale of old books which were donated by Janet Newman. We paid out 1U pledge of \$500.</p> <p>Caring Circle (Patty R.)</p> <p>Children's RE (Sarah G. and Cindy S.)</p> <p>HS Youth Group (Sara G.)</p> <p>Covenant Groups (Patty R.)</p> <p>Covenant groups are continuing to use the Soul Matters curriculum. Attendance is good. The drop in group is smaller some weeks but still averages 9 per meeting.</p> <p>Fellowship (Marty H.)</p> <p>Finance (John H.)</p> <p>Pledge income was at budget for March, 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 an operating surplus of about \$50K for the first eight months, not including about \$40K in the operating account representing proceeds from the SBA PPP loan. We expect this \$40K will be sufficient to cover our projected deficit of \$39.1K for the year.</p> <p>August and I were able to complete the paperwork for forgiveness of the PPP</p>
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loan on March 10.

Annual Budget: The Finance Committee reviewed the annual operating budget for the coming FY 2021-2022 which begins July 1. The budget is based on having a relatively normal year in terms of our Facility and Fundraising Income.

On April 5, three schools are looking at the space vacated by the Dreamer's School. We are also projecting income from a Service Auction next spring.

A major cost increase will be a full year of health benefits, and six months of dental benefits for staff, as well. In addition, we have projected continuing our Media Consultant position for the entire year.

The projected deficit projected for the coming fiscal year is about \$50,000, which is amply covered by reserves.

The Finance Committee sent the budget to the Board for their March meeting. The Board will review it this month and vote to endorse it at their April meeting. The endorsed budget will be posted in late April for approval at the Congregational Meeting in May.

Leadership Development. (Cat R and Kathy H.)

Serving with Grace discussion will be ending with the final chapter on April 20. Attendance has been steady, and discussions lively and helpful. Some participants will be in the March 28 worship service.

Long Term Maintenance and Enhancements (Dan H.)

Work morning scheduled for April 3 from 11:00-2:00. Will be working on several drainage issues as well as refurbishing the pathway bridge and getting some touch up painting accomplished. Please join us.

Membership (Ann M.)

Spring Inquirers sessions were held during Welcome Center times following worship services, finishing on March 14. Hopeful that several new members will be ready to be recognized on April 4. We experimented with recording a portion of the session on Zoom. Eventually it would be great to have content stored on YouTube for on-demand access.

Mystic Grove (Cat R.)

Outreach -- Cat R attended March 2021 CUUPs BOT meeting as CUUPS National BOT secretary.

Our [Spring 2021 brochure is posted](#). Guest ritual for Orlando Pagan Collective went well on March 21, 2021. Our digital programs will continue in April. Highlights are

April 4, 2021 (12 PM - 2 PM EST on Zoom)	Monthly MG meeting to plan upcoming rituals, classes, fellowship, etc.
April 16 3rd Fri Fellowship 7 PM - 9 PM EST on Zoom	Craft and Conversation This month it is BYO project as we gather for "Craft and Conversation." It can be anything you like that you can do at your table. As we visit and chat, we will periodically hold up what we're working on to show the group. Simple craft ideas provided on the Facebook Event page. https://www.facebook.com/events/243233214009688
April 18 7 PM - 9 PM EST on Zoom 3rd Sundays for a series of 5 Drop in friendly 22 registered	Seeker Class 3. 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. Drop in Friendly. https://sites.google.com/view/mgseeker-class/ Donations from this class series to benefit Orlando Pagan Pride 2021 which is part of the larger Pagan Pride Project .
April 23 7 PM - 9 PM EST on Zoom 4th Fridays for a	Class 3: Paganism 101. We adapt Vancouver UU's curriculum by Louise Bunn for Zoom. This course introduces the practices, beliefs, and history of modern pagan

series of 10
41 students.
Registration is
now closed for the
Zoom discussion
class.

Additional
students can still
follow along from
home though.

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.

<https://sites.google.com/view/mgpaganism101>

Pastoral Associates (Patty R.)

Personnel (Ted N)

Sanctuary Renovation Update (Dan H)

The carpet is in, the bathrooms are functional and nearly done (just need one more countertop and a second baby changing station), the speakers are up and the TV monitors functional. Final AV installs are being accomplished. Final cleaning has started. Wiggle Room enhancements underway. All final inspections completed by the City. Ever so close!

There will be a move back in party on April 3 from 9:00-10:30. Please join us. Many hands will make short work of it.

Social Justice (Martha H.)

Generosity/Stewardship (Karen R.)

The Lighting the Way Generosity Campaign is in full swing. Packs have been mailed to all members and friends. There will be Testimonials included in the worship service for the Month of March. In addition to mailing back the pledge cards, there is a new Generosity Pledge option on the website. This is a pledge only, no financial information is collected. There will also be an opportunity to drop off pledge cards at the *Lighting*

the Way drive-up Thank You Event on March 27, from 10am to 1pm.

This year we are emphasizing the Fair Share Guide to giving, also available on the website. As of March 16, about 18% of our pledging families had responded, for a total of approximately \$120K towards our goal of \$416K.

Transition Team (Ellen T)

The Transition team continues to meet monthly with Rev Sam. We provide feedback and thoughts as requested.

RUUM (Roger G)

Worship Committee

Wrestling with Our Understanding of Racism (Ellen T.)

Wrestling with our Understanding of Racism continues to meet the first Sunday of the month. Attendance is strong around 18- 24 -which is more than when we met in person. I would like for the group to become more knowledgeable on the 8th principle- and be able to assist our congregation in learning more about it. [8th principle uu](#)

WUURL (Kathy H.)

“Tea at Ten” weekly gatherings have been appreciated as a way to strengthen community. As more folks get vaccinated and out a bit more, there may be discussion about moving from every Wednesday to fewer a month.

Monthly meetings have steady attendance via Zoom. Meeting on March 24 will be facilitated by Ellen Tetlow, “Practicing to be An Ally”.

Last of three “Gender Journeys” workshops via Zoom on Saturday, March 27; 2-4pm. Register at <https://forms.gle/jTNt8E1GkyPTC62i7>.

	<p>Response has been positive. Hopefully this will lead to further conversations in WUURL and in the congregation about radical inclusion and welcoming.</p>
<p>Closing Reading</p> <p>2 min</p>	<p>The world is too beautiful to be praised by only one voice. May you have the courage to sing your part. The world is too broken to be healed by only one set of hands. May you have the courage to use your gifts. May you go in peace.</p>
<p>Extinguish the Chalice</p>	<p>Please join me in the words of 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>

Extra Learning Links	For Leaders 1uleader.wordpress.com How can I get to the 1U Church Service? https://tinyurl.com/find1uworship
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