

**UUCM Leadership Team / Board**  
**Minutes August 11, 2021 at 11am at the Church**

**Present:** Nancy Burton, Janet Hiller, Trish Schneider, Rev. Tony Lorenzen

**Rev. Tony's contract** (He's technically working without one now):

- "Action leave": a social justice protest, for example
- A UUA "Good" Officer is approximately equivalent to a chaplain.
- Housing: Rev. Tony lives with his wife, Rev. Tuesday Rupp, in her church's parsonage. Rev. Tony can't claim it as his official housing. MUUS will sort this out so a new salary/housing breakdown can be incorporated into the new contract.

**Sabbatical:**

- If Rev. Tony completes five years with our two churches, he will be due a 3-month sabbatical in his sixth year. How would we fund a covering minister? Build a fund into our budget? Use outside source(s) of funding, e.g., Faithify? The UUMA may create a fund to help with this, but it doesn't yet exist. Rev. Tony would like a sabbatical provided for in his contract.

**Ministerial coverage** during Rev. Tony's vacations/leaves:

- A hospital chaplain is good at this. Nancy will contact Doreen Bottone to establish a connection; Rev. Tony plans to work with Doreen to re-activate the Council of Churches. Rev. Tony will send Nancy his covenant with Rev. Dr. Jan Carlsson-Bull . The UUMA should be able to suggest ways to cover when local options are few. Whenever Rev. Tony will be away for more than a weekend, we will get together to plan for coverage.

**Annual Meeting:**

- This should occur earlier in the spring (will require Bylaws change). A May meeting would be preferable.

**Bylaws revision:**

- Re-establish "Board" in place of "Leadership Team" as governing body.
- Anita Sanders was suggested to lead this effort. Nancy will ask her if she's interested. All of us need to go through the Bylaws to see what else needs changing.

**One-on-one conversations** with the congregation:

- How did you get through the past year (COVID)?
- How do you feel about the church? What's working for you? What's important to you?
- Future of the church and what will happen if we don't actively choose a path forward.

**Future of the church:**

- There are many different models, e.g., do nothing and fail; choose to close; become a satellite of another church; cluster with other small congregations. Rev. Tony could go

through these and others with the Board, and/or we could meet with someone from the Regional Office to walk us through this.

**Reopening:**

- With the COVID-19 Delta variant at large in CT and the country, we will resume a mask-wearing requirement. Groups over 10 will be required to wear masks indoors. For groups of fewer than 10, if all are vaccinated, the group can decide whether to mask or not; if vaccine status is unknown, or if there are known unvaccinated people in attendance, masks are required. If food is to be consumed, it should be done outdoors or on the porches. Worship services will be masked. We will continue to monitor the status of the pandemic and CDC guidelines.

**Potlucks:**

- Eat outdoors; hold discussion indoors, wearing masks.

**Phone message:**

- Check with Jeff May re: how to change the message.
- Shorten the message. Include Rev. Tony's emergency contact; Sunday service info.
- Note that messages will be checked every one to two days.

**Caring and Concern/Pastoral Care:**

- This isn't a committee: there are no meetings or minutes, for example.

**Membership:**

- The potluck/discussions will serve in lieu of a membership committee.
- Just before school starts is a good time to push for members; could do door hangers, for example. Plans for some sort of initiative could be explored at the first potluck.

**Hospitality:** non-functioning.

**Finance Committee:**

- Trish will call one more meeting, for closure and to discuss what comes next.

**Fundraising** will have a meeting soon.

**Tasks:**

- Nancy will ask Denise Pedane if we can share our wording changes in the contract with Rev. Tony before MUUS checks it.
- All: Study the Bylaws for possible additional changes.
- Nancy will ask Anita Sanders if she'll lead the Bylaws revision effort.
- Trish will send us a list of active and inactive members. (Done)
- Nancy will write up wording re: new masking requirement. (Done)

- Trish will ask Jeff May how to change the church voicemail (VM) message. (Done)
- Janet will compose a new VM message. (Done by Nancy; thanks!)
- Trish will call one more Finance meeting.

**Meeting adjourned** at 1:25pm.

**Next meeting:** Wed. Aug. 25 at 6:30 at the church. Beginning in September, meetings will be the 2<sup>nd</sup> and 4<sup>th</sup> Wednesday of the month at 6:30pm at the church.

Respectfully submitted, Janet Hiller, Co-President/Clerk