

FIRST UNITARIAN UNIVERSALIST CHURCH

Board of Trustees June 8, 2016 Minutes

Board		Present	Absent
Chair	Carlos Hoyt	X	
Past Chair	John McCrystal		X
Vice-Chair	Ginnie Vogts	X	
Treasurer	Debra Boyd	X	
Secretary	Kitty Durham Jones	X	
	James Brown		X
	Karen Dawson	X	
	Fujio Hayashi		X
	Marge Lynd	X	
	Nancy Nehring		X
	Joe Pierce		X
Youth Rep	Emma Merchant	X	
Youth Rep	Willow Otten	X	
Staff			
Sr Interim Minister	Rev. Jennifer Brooks	X	
Assoc. Minister	Rev. Eric Meter	X	
Minister of Religious Education	Lane Campbell	X	
Administrator	Brian Hagemann	X	
Guests			
New Youth Reps for 2016-1017	Lee Cook Natasha Barr		

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1	Opening and Welcome <ul style="list-style-type: none">• Chalice Lighting• Centering (Opening Words –Carlos)• Check-in with Staff and Board members	7:00 (14)
2	Consent Agenda: <ul style="list-style-type: none">1. Approval of May 25 Board Meeting Minutes2. Approval to Extend Rev. Jennifer's Interim Senior Minister Contract for an Additional Year. Consent agenda approved without discussion.	7:14 (1)
3	What Financial Updates does the Board & Staff need to know? (Debra) Purpose: Update Finance committee meeting on Friday June 10th. \$22,000 behind on pledged money received to date compared to last year. Coordinating team is aware and Rev Jennifer and Brian are meeting with Stewardship leadership Thursday the 9th. Question: What would be a next step to meet shortfall? Answer: Coordinating Team and Finance will come up with a plan once there are final numbers. Rev Jennifer mentioned the possibility of having a Stewardship consultant work with us to look into how to make stewardship more robust.	7:15 (15)
4	Search Team - Appointing Two Additional Candidates Purpose: Vote Preparation: Rank order candidates in Google Survey At the May 25 Board Meeting we agreed but did not vote to fill one candidate slot with two youth reps. (They would have only one vote) <ul style="list-style-type: none">• The remaining candidate slot will be filled by one of the candidates not elected at the annual meeting. Rev Eric asked about the process to decide picking the remaining 2 team members. Rev Jennifer reiterated how we came to look into the remaining candidates as our possibilities. Vote taken: Christine McDevitt will be asked to be the Board-appointed member to the Settled Minister Search Team with Lisa Brandt as an alternate. Vote taken: Youth reps Emma Merchant and Willow Otten are appointed to share a slot on the Settled Minister Search Team accepting a contract which they proposed at the last meeting. It was proposed that the church policy of copying the parent of any youth when	7:30 (30)

FIRST UNITARIAN UNIVERSALIST CHURCH

Board of Trustees

June 8, 2016 Minutes

	<p>emailing be waived for their service on this team, but Rev Jennifer offered to be copied instead of the parents, and adding a member of the team as well.</p> <p>Carlos mentioned the Board giving a charge to the Settled Minister Search Team so that expectations of both parties are clear. May ask a Board member to be present at the initial meeting of the team.</p> <p>Vote taken to temporarily suspend the policy that parents be included on any email to a youth member (only in regard to any emails involving the youth's work on the Settled Minister Search Team). An alternative policy will be developed by Rev Jennifer and the team and will be presented to the Board for approval at the September meeting. Proposal was approved.</p>	
5	<p>UUA Mid-Point Evaluation of Interim Senior Minister & Board Self Evaluation: Purpose: Discussion Preparation: Fill out Google Survey prior to the June 8th meeting.</p> <p>Ginnie offered to summarize the Board responses to send to the UUA. Rev Jennifer sends her own answers to the survey to the UUA. Rev Jennifer emphasized that the purpose of this is to have a conversation about how the year has gone, what we did well, what we want to do differently or keep the same. Rev Jennifer supplied the Board with copies of her replies to the survey, and members who had not responded to the survey prior to the meeting online were asked to supply any additional thoughts on the questions. Rev Jennifer and Rev Eric will send out a draft organizational chart using both governance changes and information gathered as part of ongoing staff reviews for the Board to review. Rev Jennifer addressed the difference between a staff review and performance reviews.</p> <p>Rev Jennifer stated that there would be a visioning workshop this fall to address developing new Mission and Vision statements.</p> <p>Rev Jennifer proposed that the summary comments be collated and presented at the next Board meeting and discussed if necessary.</p>	8:00 (35)
6	<p>Senior Staff Report Highlights:</p> <ul style="list-style-type: none"> There are no written Senior Staff reports since the June Board meeting is just 2 weeks after the May Board meeting. <p>CT met with Betsy Duckworth and discussed a \$10,000 salary pool to make adjustments for next year. Would like to raise the minimal hourly wage to \$15 an hour, provide cost-of-living raises, follow UUA guidelines and look at merit raises.</p> <p>RE minister reports getting ready for GA and the visit from our minister from Transylvania Rev Albert Kozma.</p>	8:35 (5)
7	<p>Youth Update (Willow or Emma) Youth are making and selling banner poles.</p> <p>Youth rep to the Board expanded to 2 year commitment. Youth will be</p>	8:40 (5)

FIRST UNITARIAN UNIVERSALIST CHURCH

Board of Trustees

June 8, 2016 Minutes

	participating in the Pride Parade.	
8	What does the Board need to communicate to the Congregation? Purpose: Discussion <ul style="list-style-type: none">• Settled Minister Search Team additional members• “Share the Plate” recipients• Congregational education of youth involvement on the Settled Minister Search Team – Brian suggested using the July newsletter to cover changes involving such as the Board decisions to have 3 youth slots as UUA delegates and on the Settled Minister Search Team.	8:45 (5)
9	Wrap-up <ul style="list-style-type: none">• Thank you cards• Upcoming events:<ul style="list-style-type: none">○ 7/27 (7:00 PM) Board Meeting○ Board Retreat Friday evening 8/26, 6-9 pm and Saturday 8/27 9am-4pm Karen mentioned having a bus available for the Sunday worship at GA.	8:50 (5)
10	Meeting Process Observation (TBD) <ul style="list-style-type: none">• What did we do well at this meeting? People participated well including the youth.• Anything we should do differently for the next meeting? No additional comments.	8:55 (5)

Open Action Items and Potential Future Agenda Topics

1. Staff to recommend program area to be evaluated and taskforce members for next church year's evaluation per Board Policy Book section 11.2.1. Status: Hold until future meeting.
2. Search Team would propose the contract for the Senior Minister for Board Review at the Sept. 2016 Board Meeting.
3. Board Vote on proposed Senior Minister contract at Oct. 2016 Board Meeting
4. JAM Request for Board support of Wendy's Boycott. Status – Add to future meeting.
5. Pay \$450 UUA fee for “Beyond Categorical Thinking Workshop” in July.

Completed items

FIRST UNITARIAN UNIVERSALIST CHURCH

Board of Trustees

June 8, 2016 Minutes

1. Schedule "Beyond Categorical Thinking" Workshop with UUA. Status: Ginnie Completed and Submitted form to the UUA - \$450 fee to be paid in July.