

# UCM Board Meeting

Tuesday, January 06, 2015

6:36 PM

Present : Amy Willis, Marj Zunder, Stuart Russo-Savage, Paula Gills, Bonny Steuer, Steve Edington.

Absent :Jo Romano and Rob Chickering

Opening by Paula Gills: Hafiz reading

## **Minister's report:**

Catherine Orr's Long Term Disability has been approved by the UUA. She has given notice that her tenure as Music Director will be over in June 2015. The Board President will sign a service-to-service contract for Dick Riley as Acting Music Director.

Regarding the process for finding a new Music Director - per Paula (Human Resources perspective) an organization/employer has the right to appoint a successor "for the good of the organization".

- May be prudent to post internally the open position and see who responds.
- Is precedence made by not having a broader search?
- Is the current language/policy regarding hiring of staff the best practice?
- Current policy is that the Board approves the ET's recommendation.
- Current personnel policy is very open and flexible - outside usual HR hiring process in organizations.
- ET may need to revisit consistency with By Laws/policy?
- May need a re-look to policies re. By Laws mandated Board approval.
- Steve is asked to take back to the ET questions about considering the possibility of documenting a more considered process, which may be needed in the future.

## **Task Force for the Future report (Marj Zunder)**

The TFF is moving forward with synthesis of Barry Finkelstein's report and recommendations. A report will be created for the Board.

In the upcoming Stewardship Campaign the Board will be asked, along with other church leaders, to model generosity. Fare-Share guidelines for giving will be encouraged.

## **Board questions:**

- What has been done with the previous long-range plan from 2005? It appears there was no evaluation done of that plan. Is this being used as a resource?
- What has been accomplished since 2005? We could celebrate that as we also plan to move forward.
- General Board feeling that the focus should be on re-energizing the Stewardship campaign and more immediate recommendations from Barry Finkelstein.
- Questions about the prudence of long range planning now versus waiting until a settled minister is here.

Marj will report back to the TFF regarding the Board's discussion.

### **Monitoring process (discussion lead by Bonny Steuer)**

- We are in need of a plan and schedule for monitoring the effectiveness of all Executive Limitations for the ET, and the Board and Congregations' accomplishment of our Mission. This monitoring process then informs future visioning work by the Board. This is a significant Board responsibility that will take more than a Board meeting to operationalize. We likely need a half or full day retreat to accomplish this important job.
- Beginning work on this joint ET and Board function stalled out after last year's initial attempt.
- ET provided Board with thoughtful reports on the Executive Limitation regarding Financial Management and also a segment of our Mission Statement: "Nurturing our spiritual journey".
  - Learnings from that process highlighted the need for better communication about interpretation of what was to be evaluated, especially in regards to the Mission Ends Statement reporting.
  - Documentation of accomplishment needs some objective data gathering

Discussion by the Board:

- We need to not get caught up in the details of activities in the church community but rather a larger view of how objectively we are living our mission.
- How can we use the Ends Statement exercise done at the Annual Meeting last year?
- Paula posed some questions to the Committee of Chairs leaders that may be a way to go directly to the Committees for their input into assessing how we're doing. The ET could possibly use this approach in their documentation?

Bonny will consult with past Board members who developed the Ends Statements and had the original vision for monitoring. (Susan Koch, Deb Robinson, ? Rob Chickering)

**Other business:**

- We need to explore how best to acknowledge the Jackman bequest.
- There will be an 8K hole in the budget if someone is not found to run the Annual Auction.
  - Leadership development is needed.
- Board member contributions for Just Basics food shelf collected.

Closing by Paula Gills

Respectfully submitted,  
Bonny Steuer

Opening/Closing Schedule for 2014-2015: November: Stuart; December: Bonny; January: Paula; February: Jo; March: Marj; April: Amy; May: Rob; June: Stuart