

UCM Board Meeting

Tuesday, February 03, 2015

6:38 PM

Present: Amy Willis, Marj Zunder, Rob Chickering, Stuart Russo-Savage, Paula Gills, Jo Romano, Bonny Steuer and Steve Edington. **Absent:** none

Opening readings by Jo Romano

Check in with members and discussion of Board positions open:

Amy (President), Stuart (Member At Large) and Jo (Member at Large) will continue their terms. Positions for VP, Financial Officer, Secretary and one At Large position have been posted to the Congregation. The Leadership Development Committee will be looking for candidates to nominate for election during the Annual Meeting.

Rob will write a job description for the Financial Officer position.

Minister's report:

Catherine has officially announced her retirement as of June 30, 2015 and the position has been posted internally as of January 22nd. The ET and a member from Worship and Arts and the Music Committee will conduct interviews. The ET will have a candidate to recommend to the Board at the March meeting. Dick Riley will continue as Acting Music Director through the remainder of the church year and is arranging for accompanists.

Futures Task Force Report:

Board members have read the report and in turn shared reflections and concerns as we move forward: **The Board thanks the Futures Task force for a comprehensive, thoughtful and inspiring report.**

- There needs to be a dialog with the Congregation regarding how we are going to talk about money.
- Acknowledgement that this calls for a big culture change to talk openly about money/giving.
- Many have a discomfort with money as it often = power
- Apples/oranges to compare our congregation with other non-profits like NPR etc. (as is done in the report) regarding giving and publishing giving levels, as we live in community with one another, unlike donors with no relationship to one another.

- Clear need to prioritize and mobilize aspects of report pertaining to the Stewardship campaign in the short term.
- Visioning work and long-range planning which will arise from that is best done with new minister involvement.
- Congregants will be willing to contribute more if our Mission is moving forward. People put their money toward their values.
- Lots of people resources are going to be needed to mobilize the visioning and long-range planning. Will need to decide if the Board will assume full responsibility for the visioning work - likely will work with an ad-hoc committee to start this process - like was done with the development of our Mission statement.
- One on one stewardship visits are a good approach for making connections and getting feedback regarding congregants engagement with our Mission and where we have room for growth.
 - Will ask Stewardship Ambassadors to bring feedback from congregation to the Board.
- Accomplishing increased accessibility, as per the Accessibility Task Force report recommendations, as part of our Mission feels important - there is interest in using a portion of the Jackman bequest money for this. Finance Committee is working on this proposal.
- Planned Giving Committee formation is advised - will brain storm possible committee members. Paula Gills is interested in participating and has experience in this area.
- Will need to further delineate who is responsible for moving forward.

Amy will compile the Board's report comments and will forward these to the Board for further reflection. She will then send this to the Task Force for the Future and the Board will invite Paul Ohlson and Dan Grober to its March meeting to address questions and assist in developing an action plan.

Financial Report:

- Monthly report link will be sent after Sam and John review the most recent transactions.
- Not aware of any concerning financial information to date.
- Financial Committee is currently working on annual budget
- Working on proposal for allocation of bequest money.
- Financial review or audit due to be included in this budget.

Committee of Chairs feedback received - looking for more direction from the Board in discerning the needs of the community and share our visioning.

- Committees take direction from the ET
- However, the Board acknowledges having been distracted from our visioning responsibilities during this Interim year and has been remiss in settling annual goals. Visioning work and long-range planning will be an integral part of this next year.

Jo Romano will attend next COC meeting in April

Monitoring Executive Limitations and accomplishment of our Mission:

- Monitoring reports will be done by the ET - an Executive Limitation and one aspect of the Mission/Ends Statement or their choosing. Steve anticipates they will have these assessments to the Board by the April meeting.
- Instruction to strive to have measurable outcome data for assessment of accomplishing our Mission versus a listing of activities.
- How do we gauge satisfaction/success?
- Would development of a survey be helpful? Some interest expressed in having this be a part of the Stewardship visits but timing is limited this year.

End Statements/Mission

- End Statements assessment and development of goals (measurable) for reporting on success/progress towards accomplishing our Mission in beginning development.
- Will begin with information gathered from the congregation during last Annual Meeting and compiled. Board members will synthesize information into a goal(s) for each area of our Mission, for discussion by email/next meeting.
- This work needs to be shared with the Congregation when done.
 - We Welcome All - Paula
 - Serve human need - Rob
 - Nurture spiritual Journey - Jo
 - Build loving community - Stuart
 - Protect the Earth - Marj

Plan to have gathered data by March 2016 - for use in setting goals for the next year.

Bonny will send information compiled from Annual Meeting to Board members.

Candidating Week

- Ministerial Search Committee is recruiting members for the Candidating Week Committee - to take care of the prospective candidate during their 8 day visit (Members from ET, Board, COC, Search committee and a few other folks from congregation)
 - Makes schedule for candidate and congregation to get to know each other.
 - UUA website has guidance
 - Saturday to following Sunday with one free day in middle (Wed)
 - Congregational meeting following 2nd Sunday to vote on calling the minister.
 - Board can give guidance about what we think is important to include in the week, the Committee decides what to do.
- Jo Romano volunteered to represent the Board.

Other Business:

- Dan Groberg has generously volunteered to run an on-line auction this year versus the usual live event.

Closing: Mary Oliver poem

Meeting adjourned at 9:15 pm

Respectfully submitted,

Bonny Steuer