

1/20/15

## UUCNH Board Meeting

Board Members in attendance:

Mark Draa

Rachael Smart

Ed Rockman

Bob Delaney

Dennis Doubleday

Ex Officio in attendance: Scott Rudolph, Ellen Saksen

Lynn Richards

Absent: Kathy Gorka, Randy Minnich, Greta Porter

Joyce Kepner

1. Opening question – has the church taken on too much? how do we avoid burnout ? What can we do to stay an active and vibrant community?
    - Make sure any new activities line up with the vision/mission
    - Don't just start things b/c it seems like a good idea – prove you have buy-in or support from more people
    - Certain people risk burnout (the current “do-ers”) and so many other members aren't really active beyond Sunday morning
    - Concern is with individual burnout – that becomes infectious – when we hear about it, we should counter that with enthusiasm when we are able
    - Need to allow for people coming in and out of the fold based on what's going on in their own lives
    - Better time management
    - Growth causes burnout and that's ok, growth brings new people who are deciding how they want to be involved
    - Its ok to say “no”
    - How to find the people and their interests/capabilities? Can we improve our database?
  
  2. Consent Agenda
    - If something is missing from committee report, try to have conversation to fill in the blanks as we need to commit to the record accurately
    - CMF on agenda for Executive committee next time
- DD approve, ER second, unanimous approval

### 3. Financials

- Lynn provided summary of last 6 months
- Fixed costs high b/c we expensed roof – will that throw budget for ensuing years? Finance committee felt ok that regular budget could cover
- No real cost savings (yet) from shutting off utilities to little house
- Some negative returns on investment
- Costs very good vs budget, showing positive income
- ER – fear is that buildings and grounds budget too small for what church of this size should have and work of Pete and Diana is saving UUCNH thousands
- MD – we should spend some time to evaluate B&G needs
- **Thank you Lindsay for all you're doing!**

### 4. Mid Year Congregation Debrief

- Make change to bylaws and reprint/republish with asterisk in original body (MD to email Lynn to change with amendment and date at bottom – check with Sue B or Chuck to confirm protocol of how to modify bylaws)
- Proxy forms need to be available a week or two prior so that more people can vote and that needs to be publicized
- Suggestions: serve sandwiches, start immediately after service, and provide agenda prior, and names of nominees prior

### 5. Covenanting Process

- Feb – UUCNH covenanting month, 3 part series. Feb 22<sup>nd</sup> we will do some kind of process – modeling off missioning process – during the service. Group will then take that info generated at service and create draft statements. Should be short process.
- Need to get group together to manage process and do wordsmithing to create draft
- Need a process for egregious and repeated breaking of the covenant – talk to other churches who have models
- Consider asking Randy and Kathy to be on team

### 6. Strategic Goals – Status Update

- B&G - need to address soon – running out of time
- Governance – have a third member – either Don or Melissa Nelson. Have new org chart now – make dotted line between finance and treasurer, solid between DLFD and Children and Youth Faith Development/Adult Faith Devt, Personnel Comm should be direct to VP as solid line. Coffee hour coordinator should not have dotted lines to B&G. Leadership Dev't has dotted lines to everyone. Need to add Special Events Coordinator under board Liason. Some concern that the minister “reports” to congregation. Policy governance would change some of this org chart – something to consider at next governance meeting –

- CAR – there is now a binder with approved and in-process CAR docs. No questions yet about process. Should we review any CAR docs at board meetings? Need a progress report on how we are doing on CAR docs. Will we meet goals of getting them done by year end? Some of these don't need CARs, or can be consolidated. Hope was to get them done by June, but it looks like we may not get them done. "As many as we can" is how we have been operating b/c we depend on others for input and it takes a long time
- Strategic Plan w/ Threshold – no update since he spoke at congregational meeting
- Ongoing Board Duties – JP gave out checklist for congregational meetings – edit needed – 20% is quorum and if 40% then board will publicize larger quorum.

7. Special Events Coordinator CAR review

- LR read CAR doc aloud – Edits:
  - i. is charged with organizing people who are willing to help with special events
  - ii. remove "maintain lists" and replace with new language above
  - iii. Who can ask and who can say no as to what is a special event? Something needs to be added to protect the SEC – add something about minister making decision about SEC taking charge. Add: SEC works under the direction of the minister and board president and is authorized to contact volunteers to provide coverage for event requests
  - iv. SEC may work in connection with others as needed
  - v. Change "unbudgeted" to "does not have a budget"
  - vi. LR to make edits and send out new draft for board approval
  - vii. SEC approved
- LDT CAR edits – ER to talk to Connie about edits to CAR, LDT does not see "performance evaluation" as part of their scope. LDT approved.

DD motion to adjourn, JK second

Adjourn 9:03

Next meeting 2/17/15

Action Item	Responsible Party
Spend some time evaluating B&G needs	Whole board- MD to lead
Draft language about covenant breaking	SR
CAR review - Add: SEC works under the direction of the minister and board president and is authorized to contact volunteers to provide coverage for event requests - and other edits	LR