

UUCNH Board Minutes

March 15, 2016

7:00 PM

- 1. Welcome & Chalice Lighting - Mission Statement 7:00

- 2. Consent Agenda 7:05
 - a. Previous Month's Meeting Minutes
 - b. Committee reports from liaisons
 - c. Approval

Comments:

In Systemic Change Report – request to change the Share the Plate for April from PINN to Bookum project

Randy motion to approve consent agenda; Rachael 2nds - Unanimous approval to approve consent agenda

- 3. Quickies: Board Pledge Cards, John Brobst (DD)
 - a. Board Pledge Cards – *please submit pledge cards*
 - b. John Brobst has resigned effective immediately

Reassignment of John’s roles

- i. Mark is taking Building and Grounds*
- ii. Randy is taking Audio Wranglers*
- iii. Dawn – Memorial Garden*
- iv. Dennis – Finance Committee*
- v. LDT will identify candidate for 2 year term*

- 4. Action Item Review 7:20

Action Item	Responsible Party	Status
Introduce concept of volunteer board to congregation	RM, RS, Michelle	<i>Status: continue to next meeting</i>
Remind committee chairs to submit budget requests and check calendar before planning events.	All liaisons (partially done : requests are in for RE, Stewardship, LDT, Compassionate Services and Connections Team	Status: continue to next meeting Systemic Change – Rachael follow-up Board – Board retreat Last year \$200 budget – spent Request same amount for next year
Add time on March meeting agenda to address org chart	DD (DONE)	Done
Rental policy – this is an issue – consider as board discussion	DD	<i>Status: Open item</i>

Rental report from RM – add “versus last year” to delta in revenue	RM	<i>Status: Carry to next meeting</i>
Gather info about what other churches do for fundraising	DL and RS DL schedule date3	<i>Status: contacted Allegheny UU & First Church – not much more together than us – service auction Spaghetti dinner Contacted 4 churches total – Auction, Rummage Sale, Chili Cook-off etc. Bingo Night Action Item - April – meeting to talk about fund-raising</i>
Create report of what amount each fundraiser raised in past	DD	<i>Status: Open item</i>
Please post Black Lives Matter on UUCNH website	SR ask Lynne (DONE)	<i>Status: SR - Add link to the UUA Black Lives Matter site</i>
Ask BEACON for recommendation for road sign wrt Black Lives Matter	SR Done	Note: BEACON is getting merged back into systemic change.
Inform Bellwood that Black Lives Matter sign will go at UUCNH front door and that we are considering one at road	SR Done	
Respond to email from Eleanor Howe wrt Congregational meeting	DD (DONE)	
Begin getting a monthly Share-the-Plate tally and share with congregation Lynne has the plate amounts Process is in place	RS	
Board Bravo John kept track of Bravo List We can use the volunteer board to recognize the selection	DL will ask JB for list.	
April Bravo – John & Janine Brobst		Keep as open item on action item list so we don't forget.
Move annual meeting to May 22		
Special Collection for youth to GA set for May 22		

Org chart and Recommendations distributed and summarized by JK. Governance will include the work of the church; Ministry will include groups charged with carrying out the ministry of the church.

DD, RS: Covenantal Relations Committee plus Ministry Council would now have a focused charge. Seems like it replaces what the Committee on Shared Ministry was.

SR: Agreed that this is a modification of the Committee on Shared Ministry

IB: So the groups under Ministry Council will have committee chairs, and board liaison.

JK: They won't have board liaisons. The ministry coordinators will take that role. VP as part of that Council would report any issues to the Board and provide the board linkage to that group.

MD – the ministry council can provide a report to the board. Only things that need to be brought to the board's attention should be included in the report.

JK: We don't have everything figured out at this point. Right now we are focused on the big picture. Next year we will be working out the details.

DD: My concern is there are three additional large positions to fill, without any chair positions going away. We have difficulty now getting positions filled.

JK: But now there will be a person there to support them, they won't be by themselves

RM: Was there any discussion to reduce the size of the board?

JK: Definitely have discussed this and decided to leave as is. Reasons of diverse representation, and having enough people to do the task forces and other work.

DD: What if the three coordinators were offices of the Board the same way as the President and the Vice President? So the remaining 4 would be available for other work of the board.

Note: Positive reaction and discussion around this possibility

RS: The 3 people would have a large role already so would not be available for task forces.

BD: You are dealing with different skill sets. This could be considered a separate track for the board – like an executive track.

IB: Would the Ministry Council meet regularly?

SR: Monthly meeting. Minister would need that frequency to know what is going on with the ministries of the church.

DD: This is great work I think there are a couple of options to discuss – decrease the size of the board, or to have the coordinators be board members

Do the bylaws need to change to allow for the LDT to nominate for the new positions?

JK: We would have a motion at the congregational meeting to affirm the work we have done but not a vote to approve – just a motion to continue the work into the next year to allow us to work out the details.

CAR documents will need to change –

RS: A copy of the org chart should be placed as a cover for the binder.

6. Facilities Use Task Force Update (Randy)

8:00

Bugs – do a walk through in room to see if there are any places where that could be caulked or thresholds to seal gaps. –

Guiding Star Dance – not paying much for 3 days

Drop box setup is complete –

Document flow – set of steps to go through the process.

2 problems – filling the rental process –

Our process for tracking payments is still an issue to be resolved.

7. DLFDF Discussion- Ron Smart and Steve Fuegi sat in for discussion 8:20

Job opening – purpose is to talk about the process

SR consulted district and regional resources

The Main decision to dictate the process is whether or not we need an interim DRE or want a permanent position

If permanent position then we need committee established.

DLFD – both programs – credentialing

David Herndon – long time DRE at First Church who recently retired.

Hiring an interim worked well

Gave them a chance to consider what is needed.

Interim allows us to fill the role quickly so that we can figure out what we need.

There are interim DREs – UUA fair compensation - \$45,250 (midpoint of range) – not including benefits

RM – we are talking about a professional – not a teacher taking on additional responsibilities.

It is important to bring in someone really good.

Interim has 2 skill sets – sustain programming and help us find out what we want

Minister is supervisor of DRE and is part of ministry

Having an interim to do the interim work – clear the plate and determine what we need – RE committee – Melissa Nelson is new chair

One good reason to have an interim is to have the space in time between Greta's time and the new DRE.

Can go through a discovery process – what are other churches doing –

Steve would like to be a part of the process

Ron and Robyn as well

SF – Several events are now on hold since announcement of retirement. Where do we go now – ideas are in limbo

- Beloved Conversations - \$3000 –
- Building Diversity Leadership – transformative event similar to Welcoming Congregation

Vote: on whether we should have an inter

IB – I move that we hire an interim DLFDF

RM– 2nd

Vote: unanimous / passed

Note: call would be a 1 year contract – Same people can be part of the interim search as well as Search committee nominated

- Scott Rudolph
- Steve Fuegi – Adult Chair

- Ron Smart -
- Robyn Travers – Current Youth Chair
- Dawn Lindsay

RM moves that we appoint the above to the interim search committee; IB 2nds
 Passed unanimously with following exception - DL abstained since she is on the committee
 Suggestion that the packet could be used as a spring board for a permanent position.
 Posting Sites – LREDA – we can purchase email list for \$75
 We can post job opening for free
 Can we use the nearby GA for interviewing – posting?

Search committee - Kick off and meet – detailed compensation – benefit –
 We need ~\$40K - professional development funds can be used to boost salary.
 Search committee also tasked with determining how we can celebrate her service.

8. Delegates to final OMD Assembly 8:50

IB– move to appoint Midge and David Miles as official delegates to final OMD Assembly
 RM – approve
 Carried unanimously – Dave and Midge Miles as official delegates to final OMD Assembly
 DL – Move that board executive committee to appoint additional delegates if interest is shown
 to attend; RS – 2nd - Carried unanimously

9. Special Youth to GA Collection? (DD – see forwarded email) 8:55

Mark Tomlinson from cluster requested special collection to send youth to GA
 Collection
 We need to be careful about our pledging cycle we should move it past the stewardship process so
 we aren't asking for more money.
 Suggestion – May 22nd
 Action Item – put on calendar -
 Annual Meeting move to May 22

10. Adjournment 9:00

IB - Move that we adjourn meeting; RS– 2nds -Unanimously approved.