

UUCA Board of Trustees Meeting Minutes

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6:30 p.m., March 7, 2017

Present: Kay Aler-Maida, Michelle Gregory, Kate Hartnett, Bruce Larson, Diane Martin, James Schall, Dale Wachowiak, Mark Ward (ex officio), Mariah Wright.

Chalice Lighting and Opening: Wendy

Policy Document Amendment: The Board unanimously approved this insertion in the Governance Document under *Section I. Ends* (with appropriate consecutive re-lettering of the subsequent Policies):

Policy A. Values Statement

Connection, Inspiration, Compassion, and Justice express who we are and guide what we do.

Introducing Core Values to Congregation: Plans for rolling out the Core Values to the congregation on March 19 and March 26 were reviewed. James practiced the presentation he will make at services and the Board was to roleplay responding on distributed slips of paper in reaction to one or more of the values. Details regarding introductory advertising, and Core Values Wall decoration in Sandburg Hall were discussed. Volunteers signed up for various roles in this process, including providing a Board presence at the Wall after services.

Legacy Circle: In lieu of Bev Cutter, Mark presented the details of UUA's *Wake Now Our Vision Legacy Challenge*. This matching grant program offers an opportunity for our congregation to receive unrestricted matching funds for donations and legacy gift intentions compiled between 1/1/2017 and 12/31/2018. Mark praised the work of the Legacy Circle for giving us a head start on this opportunity. He also encouraged Board involvement and attendance at a rollout workshop to be held at UUCA from 12-3 on April 8th. Laura Randall of UUA will be presenting.

New Paradigm: Kay introduced the need for a new paradigm if we are to address the pay-equity challenge facing us with regard to staff compensation. We would need a 19% budget increase to achieve equitable pay aspirations. She discussed her awareness that to arrive at a solution to this dilemma, we must first redefine our Ends in light of our core values. These must be more precise Ends than presently exist, Ends that point to a new administrative structure. She consulted with Laura Park about this, and Laura suggested a consulting process that Unity could undertake to help us arrive at new Mission and Ends Statements. Though the consultation would be expensive, Kay felt that it was the best pathway to revising the Mission and Ends statements and arriving at a new administrative paradigm. Kay outlined the steps that would be involved in this process. She proposed a Board meeting from 6:30 to 7:30 on

March 15th to work out a time line for this process. In preparation, she referred Board members to the book *Appreciative Inquiry* by Cooperrider and Whitney (2005) and the guide *The Art of Powerful Questions* by Vogt, Brown and Isaacs (2003).

Board Tasks: Kay compiled a list of administrative tasks that have, in the past, been assumed by Board Presidents, but that could be shared by Board members in order to ease demands on the President and increase Board members' involvement. The list consisted of: Blog rotation, Connecting Points attendance, Board Orientation Coordinator, Ministerial Review Task Force, Task Forces for implementing Values Statement implications, Communications via bulletin board and webpage, review and updating of Policy Governance document, managing Board google docs, recruitment of General Assembly delegates. Board members jumped in and volunteered for various roles.

At this juncture, the lights in the Board room flickered on and off, on and off, on...off, off...off. Unflappable, the Board plunged on with the congregation's business in equanimity and the serene glow of their laptops.

Limitation E: Asset Protection: Mark reviewed his report on this limitation, primarily focusing on insurance protection.

What's Happening: Mark summarized his monthly report. He discussed the positive bond that has formed with the Jewish Community Center after their bomb threat. We have provided them with access to our facilities should the need arise. We discussed methods of recruiting more attendees on the RE bus trip to GA in New Orleans.

Consent Agenda: Minutes of the meeting of February 7 were approved.

Executive Session

Minutes submitted by Dale Wachowiak, Clerk