UUCA Board of Trustees Meeting Minutes

23 Edwin

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

Present: Nora Carpenter, Michele Gregory, Judy Harper, Bruce Larson, Diane Martin, James Schall, Dale Wachowiak, Mark Ward (ex officio), Mariah Wright

Chalice Lighting and Opening: Dale

LOV Project: Bruce distributed copies of both the draft Mission and Ends Statements that were unveiled at the special congregational meeting and a revised version that was developed at a November 5 meeting of the Board with the input of suggested edits gathered from congregants.

Motion: It was moved and seconded that the following version of the Mission and Ends be accepted and included in the Policy Governance document:

MISSION
Our open and welcoming congregation connects hearts, challenges minds and nurtures spirits, while serving and transforming our community and the world.
ENDS
Our Ends grow from our values: Connection, Inspiration, Compassion, Justice.
Connection and Inspiration . . .
• We create a vibrant spiritual environment where children, youth and adults develop and articulate their faith identity.
• We support our children and youth in their moral and spiritual development.
• We sustain our congregation with our generous gifts of time, talent and money.
Compassion . . .
• We create a community where people of all ages and backgrounds experience belonging, and feel loved and needed.
• We nurture relationships across generations.
• We support and sustain each other in times of need and celebration.
Justice . . .
• We challenge and support one another to put our values into action.
• We commit to practice and partner in the work of environmental and social justice, serving as a wellspring of hope.

The motion passed unanimously, and the Policy Governance document will be adjusted accordingly.

Proposed Staffing Changes: Mark presented a proposal for staffing changes to go into effect as of July 1, 2018. The key elements of the restructuring plan were:

- The position of called Associate Minister would be replace by a hired Minister of Faith Development.
- The position of Director of Lifespan Religious Education would be eliminated.
- Membership programs and supervision of the Connections Coordinator would be shifted to the Director of Administration.
- Leadership of social action and public ministry would be shifted to the Lead Minister.
- The Lead Minister and the Director of Administration would serve as co-executives, moving nearly all administrative duties to the Director of Administration.
- Money saved by the elimination of one senior leadership position would allow for the hiring of the Faith Development Minister within UUA salary guidelines, an adjustment in the Lead Minister salary, and the redistribution of monies to line items that have been suffering in recent years.

Mark sees this restructuring as being in line with the faith development emphases in the new Mission statement, the desire for multigenerational activities and interactions, the goal of approaching UUA suggested salary levels, and the need to operate under a sustainable budget without annually borrowing from cash reserves.
Mark distributed two spreadsheets that projected a very tentative 2018-19 budget that included the adjustments he was recommending. He pointed to the changes from the 2016-17 that would ensue if this proposal were adopted.

Mark's presentation was followed by discussion of various elements of the plan. This was followed by a **Motion** for the Board to support the plan as presented. The motion was seconded and passed unanimously.

There was discussion of when and how to present the plan to the congregation. A timeline for forming a search committee and advertising for the new position was also discussed.

What's Happening: Mark is in the process of forming a Sanctuary Steering Committee. He discussed the constituencies he would seek to represent on it. Donations are beginning to be received in support of the equipping the sanctuary space at 23 Edwin. Signage is on the way.

Limitation C—Financial Conditions and Activities: Mark presented his report on the items in this Limitation.

Limitation H—Communications to the Board of Trustees and Congregation: Mark presented his statement on this Limitation. There was no discussion.

Ministerial Review: The Board was joined by Wendy Seligmann and John McGrann of the Ministerial Review Committee to discuss their submitted reports on the Lead Minister and the Associate Minister in Executive Session.

After Executive Session, there was discussion of the review process itself. The review committee members were not recommending the continued use of surveys. Other methods of data-gathering were discussed. They also recommended that the review process begin earlier. Bruce asked them to come up with a revised schedule.

Consent Agenda: The Board minutes of October 3 were moved and approved.

Minutes submitted by Dale Wachowiak, Clerk