

Meeting of the UUCA Board of Trustees
March 26, 2013

Present: Brian Baker, Lyn Conley, Joetta Prost, Pam Kilmer, June Lester, Karen Martin, Bill Mengel, Grier Page, Bailey Pope, Erin Stanfill, Beth Valentine
Staff: Marti Keller, Associate Minister (Acting Senior Minister), Scott Howell, Executive Director, Kelly Schwartz, Membership Coordinator
Guest: Babs Hajdusiewicz, NLDC
Absent: Cindy Hoffner

At 7:03 Lyn called the meeting to order

Spirit & Community

Chalice lighter: June lit the chalice with words from Heraklietos of Ephesos
Circle of connection: What made you go from “attending” to membership? Everyone gave their response to this question.

Need to Know – Part I

Finance Report: Pledges are being paid regularly. The report shows a deficit because insurance was paid in a lump sum for the year, saving a finance charge and eliminating payments in the months when income dips, as Scott explained. Grier explained our insurance for the building, board liability and the contents of the building.

Board Education

Welcome & Membership: Kelly joined the meeting to discuss the reports she provides the board every month. Questions arose about how we are tracking overall membership, new members, etc.

The weekly attendance reports do include the choir; the RE count is separate from the adult count. Modern Mind and Humanist groups are not included in the count.

Babs asked if the evening programs are tracked for numbers; they are not.

Joetta pointed out that it’s important to track these numbers because it impacts everything: membership, giving and generosity, etc.

Discussion ensued about trends in term of joiners and leavers. Is there a way to compare the numbers and names between years to see what the overlap and losses are?

Karen asked if we can track the website hits, how many times the sermons are read. Scott explained that we have the ability to do that but no one to do that task.

The Membership Task Force, including Kelly and June, is looking at how to “capture” the attendees of various groups and events who don’t choose to join. They are considering ways to link newcomers and new members with longer term members and

groups that might keep them engaged. A Member Survey could provide information about the congregation.

Kelly explained how the Exploring class is structured.

Babs asked about diversity in membership and Kelly answered that the last class was a very diverse group.

Fair Compensation Plan Joetta reviewed the documents provided to board members prior to the meeting.

Discussion ensued about various aspects of the document. Brian expressed concern about the aspirational numbers and goals and having to cut back on staff expenses in leaner times. There was further discussion about how these aspirations affect current staff and future recruitment. More concerns were expressed about sustaining and meeting the financial numbers. Marti shared some real changes happening with her position, the Youth Coordinator and the future DRE. All situations will require recruiting people to fill these positions and a competitive compensation package will make a difference in the candidates we can attract.

Board Policy re Progressive Discipline (in Cindy's absence Lyn briefly gave an overview)

A policy on progressive discipline is being developed. It's an addition to Board Governance policies Board – Executive linkage D. Assessment of Executive Performance..

Decisive Action

Decisions re FY13 Operating Budget Grier reviewed documents with the Board that were provided prior to the meeting. It was clear the Finance Committee worked hard, with Scott, to present a clear document that allocated 2012 surplus to line items discussed by the Board in the Feb. 2013 meeting.

We have recently been made aware that an approximate additional \$13,000 will be needed for pending personnel changes (paying unused leave from departing personnel and moving expenses for the incoming Interim Associate Minister).

A motion was made by Bailey for the BOT to authorize \$25,000 as a budget amendment to include up to \$8,000 for the computers, \$10,000 for playground plan implementation and the balance of \$7,000 to be used at the discretion of the Executive in advance of the final budget to be approved in April by the Board. Erin seconded, passed unanimously.

Interim Associate Minister Task Force Joetta and Lyn had a phone conference followed by an in person meeting with Anthony. Ellen Beattie and Tony Stringer have agreed to work with Lyn on the Interim Selection Task Force. Lyn asked for a vote from the Board to comply with UUA policy about interim ministers. There are questions from the application that the board will be asked to respond to, for input into the process. Joetta moved that we put forth the application to the UUA (including the acceptance of the acknowledgement that we have to comply with the UUA process) and that the members

of the Interim Selection Task Force include Lyn, Ellen and Tony. Erin seconded, unanimous approval.

Need to Know – Part II

Executive Report Marti answered questions about the Executive Report. There are toys and picnic table in the area of the playground presently. The kids are in classes most of the time but we want to provide something amenable to families for activities outdoors. The Communications Task Force met yesterday. The template for the website is undergoing a trial with the Promise the Children group. This template won't work for the BOT information which will be more an intranet. It was suggested that Beth get in touch with Kay Golan concerning Congregational Life [CL] working with the Communications TF.

Lots of good things are happening with justice: revitalized UUSC group, Promise the Children, Reproductive Justice Group. Dates for Ingathering and animal blessing services are coming earlier in August at the request of RE families. Other congregational activities may not commence until later, after Labor Day.

Board Committee Reports

PEM: Joetta reported that, in addition to the considerable work done on the UUCA Fair Compensation Standards, they have been working with Finance to review the Executive Limitations [EL] pertaining to Finance.

Bylaws and Policies: In Cindy's absence, Karen read from Cindy's email. The committee met to discuss edits to EL C Compensation and Benefits. There will be no bylaw changes for this congregational meeting.

Congregational Life: Beth stated she will be putting the CL notice in, contacting the Board members for possible questions to pose monthly to the congregation, and contacting Kay Golan about communications and updating the Board's bulletin board.

NLDC: Babs presented the slate, including Board President-Elect June Lester. Karen Martin has agreed to serve a 3 year term, Amelia Shenstone a 3 year term, Howard Lewis 3 year term, and Melissa Marion Landais will serve a 2 year term (filling June's unexpired term).

NLDC: Carole Galanty, 2 year term, Erica Hazra, 2 year term, Paul Lowry, 2 year term

Generosity: Lyn reported that a rummage sale will be held August 8-10. There are 5 people on the Generosity Committee and they cannot do it all. Need someone to lead the rummage sale project.

Announcements:

April Meeting will be 4/23. (Note that there are 5 Tuesdays in April; we meet the 4th) MidSouth annual assembly 4/26 and 4/27 DeAnn is our representative, and District VP Process Observer: Beth shared her observations.

June shared closing words from Maya Angelou.

Meeting adjourned at 9:41pm