

UUCM Board Meeting  
Tuesday, August 16, 2016

In attendance were Reverend Justin Osterman, President Michael Mernin, Vice President Sue Raufer, Treasurer Dennis Kurtti, Secretary Sheila Eby and Trustees Jim Abramson, Doug Andrews, Paul Black, Ellen Fenster-Kuehl, Steven Mintz, Mary Moriarty, Steve Ramshur and Denise Rodgers.

The meeting was called to order at 7:30 PM. July board minutes were adopted as proposed without discussion or amendment.

No notes were written.

#### President's Report

- Denise Rodgers was suggested and accepted as the board representative to the Interim Search Committee. All voted in favor, with Denise abstaining.
- The Orange Congregation has requested \$2,000 toward rehabilitating its real estate, part of a larger fund drive. The board voiced a strong desire to act in partnership with Orange, but the board was hesitant since no policy exists to govern this type of donation. In addition, the building's disrepair dampened the group's appetite to write a check. Michael will communicate with Becky Doggett.
- The yearly UU Ville Reunion will take place September 11, led by Steve Crooks. Jerry Fried is obtaining the permit for the schoolyard.
- The auction will take place November 19, led by Mark Felix and Jason Fortuna.

#### Interim Minister's Comments

- Welcome, board members. The congregation has entrusted you to make enormous decisions at a time of significant consequence. The interim period's first year was about saying farewells, earning trust and identifying strengths and challenges. This year we're preparing the congregation for my successor – making sure he or she can be effective assuming leadership. That means implementing change regardless of how unpopular it is.
- The first year's outcomes were excellent. We fixed the roof and assembled a terrific search committee.
- The two biggest things in the year ahead are coming to terms with our finances and examining our staff structure. We must communicate to our new minister no later than January what the staffing structure will look like here. Judy is leaving at the end of the year. Will we bring on another associate minister? There are considerable financial ramifications. Our current finances are unsustainable.
- Last year, we moved at the pace we could, but now we're going to pick up speed. I have no doubt that we can do it. The biggest obstacle is getting reports out the week before the board meets, so we have all weekend to read and digest the material.
- Subcommittees, which we experimented with last year, will be important. At our upcoming retreat we'll discuss forming a subcommittee that addresses staffing.
- The issue of organization will be just as important as the issue of staff. You can't make good changes, or explain them, until you know what you have now.

- When we talk to the congregation about our decisions, our voices must be unified.

#### Ministerial Transition, Laura Wilson

- Sarah Scallet moved to the transition team.
- A Sep 18 workshop will provide further information and gain input. Everyone is welcome, whether or not they attended the May meeting.
- Growth will be discussed. Should the congregation pursue it?
- We may need facilitators for break out sessions (training would be provided).

#### Search Committee, Erin Krupa and Peter Arian

- Surveys are being tabulated; 137 were full completed, 57 partially completed. That's 55% of the congregation – not enough. Every single member should complete it.
- Demographics are skewed; responses tend to be from white people, women.
- Last week we launched Searchlight Meetings, to probe around survey results so we can better understand them.
- Beyond Categorical Thinking is scheduled for October 15; a UUA guy will help us. He believes we will be a popular choice among available ministers.

#### Treasurer's Report, Dennis Kurtti

- Dennis and Chris Corbet will hold a finance tutorial and invite the congregation.
- Donations have fallen off this year by 12% despite the high pledge level. Expenses are pretty flat.
- Compensation for administrative staff is up a lot. Often we bring people on, thinking they'll be here a year, sometimes using board donations to help fund paychecks. Then we keep them on, without assessing value or effectiveness.

#### Board Retreat Plans

- Sep 30/Oct 1? Michael will send a Doodle.

#### Board Governance, Denise Rodgers and Jim Abramson

- We need to formalize the way we manage ourselves, respond to our minister and serve our congregation. What responsibilities does the congregation expect from us? How can we enable our congregation to advance?
- A governance model clarifies the board's function, enables the board to focus on its proper business and allows the board to assess its effectiveness.
- Models include (1) rubber stamp (2) advisory (3) performing a management role (4) reviewing the work of other organizations and (5) performing a visionary role.
- The last model articulates vision, sets direction and drives results.
- This – the visionary model – is what we recommend.
- However, intermediate steps are necessary. We can develop policies, but how do we make sure they're followed? How frequently should committees report back to us? So we need to be hands on while we get things functioning better.
- This vision is exciting but it will require training, encouragement, support and all the things that come with successful delegation. How do we set realistic goals? How do we change the culture? How do we hold people accountable?

Current Organization, Sue Raufer, Ellen Fenster-Kuehl (Dottie Hiebing not in attendance)

Because one picture is worth a thousand words, I am attaching a copy of the chart Ellen and Dottie created. The following points help explain what you're seeing.

- Blue represents paid staff
- Light blue represents unpaid people
- White represents committees
- Peach designates things that come from our directory, but are not real entities
- Yellow indicates a single person
- Green indicates things not covered by anyone
- Red are groups with elements independent of us. Undoing Racism, for example, incorporates people outside too
- Purple is ad hoc. They don't function all year.

Observations:

- Other congregations' committees provide pages of things they've accomplished over the year.
- It might be wise to start from the bottom up, defining committees, adding or eliminating, knowing what every committee does, who's in charge, what we expect them to do during the year.
- Peaches could become real liaisons; we don't really have them now.
- Paid staff are not responsible for any committees.
- We need to have others review the list of committees and groups, let us know if we've missed something
- Do we know how chairs are selected? What decisions they bring to the board? What can they do on their own? Where do they need to coordinate with other committees?
- We need to define the responsibilities of the committees

Justin's assessment: "Super job!"

Vote to adjourn at 9:45 PM