

UUSMC Board of Trustees Meeting Minutes

February 21, 2019

Attendees: Stephen Petersen, Helen Springer, David Bonner, Anna Hull, Judy Pappenhagen, Greg Pelley, Heather Petit, Melissa Bryson

1. Chalice lighting and spiritual reflection Greg

Why I Wake Early

2. 30th Birthday Party Anna/Judy

RSVPs are just under 50. Event committee to meet on Sunday to finalize some details. Taken care of: drinks, cake, decorations, and extra tables. Program is in the works and seems to be fun and easy. Event begins at 5:30pm. There will be a timeline on the front of the sanctuary for group participation. We are going to loosely tie in the endowment with the event.

3. Treasurer's report David

Short summary of three mortgage options to be discussed in detail by the finance committee. Finance Committee will provide a recommendation to the board once it is discussed there. Discussion about reducing the deficit based on the most recently approved budget. Goal is to have a \$0 deficit by the end of this calendar year. Review of the 5 year prior year proposed budget spreadsheet. One major difference to point out is the difference in what we will need to pull from reserves due to a major rental acquisition. However, the board still needs to commit to a plan reducing our deficit, and subsequent need to pull from reserves, by the end of the calendar year.

4. Minister's report Greg

We are certifying 149 members, prior year was 142. This information will always appear lagging because you certify based on the most recently completed fiscal year, which was 6 months old at the time we report it to the UUA. You pay based on 18 months ago. Estimated to increase by 10% from last payment. Attendance report shared, we are trending a little below last year, nothing drastic.

5. Enterprise-wide goal: Grow out of our deficit by 12/19 Judy/Greg/Stephen

a. Alignment Assessment and Cottage Meetings (G)

Greg and Judy met with Tracy Morgan, who is a professional religious organization consultant. She has offered to share some of her tools pro bono to help improve the health of our congregation. She recommends using an alignment tool, an online 'survey,' that asks scaled questions (strongly agree to strongly disagree). Follow up communication with members will address where people diverge from the average and give opportunity for further engagement in the 'why' of individual divergence. The GUBA Model- Goals,

Unintended Consequences, Barriers and Issues, Assumptions. Plan is to get group together to work with Tracy to create a group of statements that we want to align around. This will allow us to assess the level of agreement that members have with certain values/statements; the strength of members affinity to each questions. Following this assessment we can then plan cottage meetings according to those results and outcomes. Allows meetings to be less about gathering information and more about discussion and growth. Average response rate is 50%-60%. The value of this tool is similar to the DNA process, in that it will provide us with a congregation built baseline for discussion. Thank you to Tracy for making her expertise available to us, we are so fortunate to have her!

b. Engagement (OE)

c. Outreach and brand growth (G)

Stephen has reached out for help with designing some materials, and will follow up when he has updates. Plans to expand on the 30th Anniversary design with additional items, ideas suggested by board members are car magnets or vinyl stickers.

6. Service Auction Planning, May 4th 2019 (FS)

Andy Levine will be auctioneer. Steve Selph will help with silent auction. David Bonner will help with data management. Diane H. will help with food, John S. will do beverages. Betsy is working on the design. Publicity will be handled by Helen S. and Jamie K.. Tickets managed by Jamie (Fran G. has offered to help if we need her). Decorations will be done by Pat L. Layout for the tables and event will be done by John S., Jamie K., David B., Steve S., and Diane H. Grace Pelley will do the childcare. Steph S. will pick up food and beverages for the kids. Linda P. will be doing the 50/50 raffle. Music will be by the Clarion Brass. Big Kick-Off is on March 31st! Posters will be here, announcement will be in order of service, Jamie will be in costume (!), and Greg will be at the pulpit to strategize seamless inclusion of kick off.

7. Student Ministry Check-in

Heather Petit (guest)

Heather shares that she is taking time to be with the Roots and Shoots to fulfill one of her requirements. She is a lifelong UU, and the daughter of a UU minister. Her goal is to best learn how to bring UU values into the RE environment; focus on classroom covenant as a justice oriented process. Her involvement so far has allowed for great conversation and learning as covenant has been broken, and repaired, through intentional group work (on a level appropriate for Roots and Shoots kids), and engagement has developed among students with facilitator leadership. She is finding this opportunity to be enriching and so enjoyable! Heather's call to ministry is to transform the corporate workplace through work as a consultant. To come in without moral injury, and leave without moral injury. Major pieces of this work include forgiveness, acceptance, and being present to hold your values and live them out in all spaces.

8. Annual Meeting, June 2 (OE)

Greg/Judy

Needs to serve as a capstone to the year. So frame our successes, and areas of growth, with members and friends. Judy proposes revisions to the bylaws. Bylaws are reviewed, key

sections have been highlighted in copy being reviewed during meeting. Discussion around the following was had:

Mission statement to add our newest established mission to the existing bylaws, to be a community that invites you to awaken to love. Article V, Denominational Affiliation, "Joseph Priestly District" to be removed; also remove "and the District." Article X Committees Section 10.1; proposition to add the Endowment Committee. Section 10.4 change "April 15" to "20 days prior to the date of the annual meeting." No final decisions were made on these proposed changes.

9. Volunteer recruitment

Going along slowly! We are talking with people and slowly engaging more members and friends.

11. Adjourn and Closing Reading

Greg

Respectfully Submitted, Melissa Bryson, Secretary