

UUSMC Board of Trustees Meeting - Year End Review

June 13, 2019

Attendees: Anna Hull, John Springer, Helen Springer, Stephen Peterson, Larry Dickerson, Judy Papenhagen, Greg Pelley, Melissa Bryson

1. Welcome Greg

2. Last year's board retreat results Judy

Goals- engagement, communication, committee structures, organization, brand loyalty, reach out, cottage meetings, REALM, strategic planning, what's next, staff volunteer roles, membership, parking, 5 year funding plan, volunteer recruitment, endowment, rental income

Three main categories: Financial, Operational, Growth

3. Today's work

What happened?

Board stepped up to financial reality, fiscal responsibility. Goal was to bring in new members and new pledging units to balance the budget, and when that was not a reality entirely (we did bring new members and new pledging units, and increased current pledge unit gifts just not to the expected degree) there was an alternative plan. We tried to recruit volunteers. Didn't accomplish oversight of ministry areas.

What went well

Car magnets! In person canvassing for generosity campaign. 30th Anniversary party. Supported tree planting. Congregational forum on finances and FAQ with transparency prior to Annual Meeting. Good website-esp. RE section.

What didn't go well

Didn't talk to congregation about money in weekly news. REALM- didn't use to potential. Did not create an endowment. Board goals were not all SMART goals. Successfully run Service Auction without taking board meeting time. Policies and procedures. Congregational safety evaluation.

Keep doing

Congregational forum midyear assessment. Communication about money. Update finance policies. Safety committee.

Start doing

Data on why people leave. Involve David's views on fiscal responsibility. Ask people what to do and what they will do. Organize the best way for content to go out. Keep people informed about impact of their generosity (share our plate, pro-bono space rental). Publicize board meetings and agenda. Half year meeting-board-but structured. More budget involvement by board earlier.

4. Board Retreat Date- August 9th-10th

Judy

5. Piano Accompanist

Greg

Pam is planning to retire, and we have assessed that in the absence of a volunteer, we will need to pay someone to play. This need is 144 hours/year and this would cost about \$3,250, so we should plan to bring in \$3,500. Kristin Tosh Morelli and Heather Doty are heading up the recruitment for this need. Larry Stomberg mentioned one time that he would be interested in holding a fundraiser, and this is something we can explore to help with this cost accrual. We will be discussing with Kris a way to celebrate Pam's gifts to our community and our appreciation for her musical contributions.

6. DRE

Judy

Current DRE is planning to remain in position. Current leader of the RE-Imagineers is stepping back. We do need to structure the part time position that is currently budgeted for. Two options, "crayons on the table" vs cultivation and engagement. Curriculum is published on Tapestry of Faith. One of our current challenges is a lack of volunteer instructors. Discussion on what is required of that paid position, and what can be provided by volunteers. Suggestion of starting a relationship with UD and recruiting interns to help fill volunteer instructor needs. Need to be cognizant of time it takes to recruit, screen, train and supervise students for position. Decision made to schedule a meeting on July 9th, including Terry, to discuss the best plan forward.

7. Closing

Greg

Respectfully submitted by Melissa Bryson, Secretary