

UUSMC

Board of Trustees Meeting

August 30, 2015

Present: Mary Pat Knauss, Judy Pappenhagen, Bruce Koepcke, Larry Stromberg, MQ Riding, Tracy Morgan, Ivonne Antongiorgi, Rev. Greg Pelley.

The meeting was called to order at 7:00 pm.

Rev. Pelley initiated the meeting by lighting the chalice with a spiritual reading.

A. Approval of Minutes

- The minutes of the July Board meeting were approved.

B. Reflective Reading discussion

- Rev. Greg Pelley shared a reading by A.A. Milne entitled “ In Which Christopher Robin Leads an Expedition to the North Pole”. Rev. Pelley invited the Board to consider the work ahead as a spiritual exploration as we discern UUSMC’s DNA. Like the characters in the story, our church is embarking on a search that seems uncertain and creates anxiety in some of us. As the story illustrates, each of us will respond differently in moments of change, but we are asked to remain open to what we can find at the end of the exploration.

C. Board Goals

- RE – The RE team is clarifying the vision of the RE program, and formulating its structure and growth development. The work is being conceptualized by the identification of resources, both internal and external, that will assist in moving the program forward. The RE Director and the RE Committee will be integral parts of this process. Monthly progress reports will be provided to the Board.
- Governance and Policy – This task force’s first priority will be to develop a Personnel Manual for Board review by the fourth quarter of 2015. Future work will include reviewing UUSMC’s leadership structure as a means to improve continuity. Monthly progress reports will be submitted to the Board.
- Strategic Planning – The Strategic team will guide the process of communicating to the congregation the church’s mission, values, and beliefs (our DNA). The Sunday sermons by Rev. Pelley are laying the foundation as he leads the congregation into a deeper understanding of the transformational aspect of this process. The team will develop measures to track its progress and report to the Board monthly.

D. Safe Congregations Update

- The committee has been reviewing other policies and is now defining the scope of the recommended policy for our church. Procedures for its implementation are also being reviewed and will be presented to the Board for final approval. A recommendation will be made if a Disruptive Persons Policy should be part of the Safe Congregations Policy.

E. Treasurer’s Report

- Bruce Koepcke indicated Adam Kegley is the new chairperson of the Finance Committee.
- The Board approved a motion acknowledging an over expenditure of \$4, 724.34 due to an error in the budget which will be placed against reserves, if necessary. Any further questions concerning this error should be directed to Adam Kegley.

F. Minister's Report

- UUSMC and UUFN will have a booth at the Newark Festival on Sept. 20 thanks to a special contribution that made this possible.
- The Coming of Age and Youth Group are doing fundraising to attend the UU General Assembly this year.
- The Minister will consult with the Social Justice Committee to designate the Christmas Eve offering to a charity outside UUSMC, and the Ingathering offering to the Agape Fund and the Minister's Discretionary Fund.
- A review of the Fair Labor Standards and consultations with the Board President and the UUA found that the basis for the salary of the Music Director is out of compliance with regard to salary versus hourly employment. The Minister has been in conversation with the Music Director in resolving the qualifications as a salaried employee and will report back to the Board.

G. Miscellaneous

- The Minister was commended for providing comparative data on this year and previous year worship attendance.
- The Delmarva Cluster Meeting will be held in October. They are requesting approval to have a representative from the cluster speak to our congregation about the event. It was recommended to have the representative come on Sept. 6.
- Judy Pappenhagen and Bruce Koepcke will attend the Leadership Retreat to be held at the First Unitarian Church in Wilmington.

Rev. Pelley closed the meeting with a spiritual reading.

The meeting was adjourned at 9:00 pm.

Respectfully Submitted,

Ivonne Antongiorgi, Secretary

UUSMC Board of Trustees