

UUFC BOARD OF TRUSTEES
MINUTES FOR FEBRUARY 12, 2018

Present: Craig Olbrich, Marcia Shaw, Carl English-Young, Kelley Kendall, Virginia Shapiro, Joan Rose, Elona Meyer

Absent: Uta Hussong-Christian, Jen Akeroyd , John Bailey, Kathy Kopczynski

Staff: Jean Gilbert, Elizabeth Sollie

Guest: Susan Christie (Climate Justice and Nominating Committee Liaison)

Consent Agenda

Consent agenda items, including finance items and January minutes were approved unanimously.

Member Comment

Susan Christie asked the Board for some clarification on Nominating Committee parameters and on assisting with Climate Justice goals. The agenda was adjusted to allow for the needed clarifications, to be addressed later in this evening's meeting.

Announcements and Reminders

Marcia requested that Board members review the President's Notes for January and provide feedback.

Annual Meeting Decisions

We discussed several aspects of the Annual Meeting Plans:

- It was decided that we'll stick to the traditional scheduling, the 3rd weekend in May. We chose **Saturday, May 19th**, with the possibility of 5 or 5:30 PM start time.
- It was agreed that music provided by The Flow (Jed's band) would work well with the priorities for the evening. To avoid having the event turn into a marathon, we decided to skip the keynote speaker option. Other planned components include
 - Dinner catered by Ernst Cardona. A nominal fee of \$10 will be charged per participant to defray costs; no one will be turned away for lack of funds.
 - Selected Board members will share progress on specified areas: stewardship (Virginia), finances (Joan), Building Enhancement plans (Kelley & Chris), Board/Council goals on racial and climate justice, Building Enhancement Project Update, etc.
 - Opportunity for input through town halls, in addition to Board communication through bulletins and newsletters are intended to preclude the need for member input and questions during the Annual Meeting (an inappropriate setting for consensus-building and for debate prior to a vote).
 - A slide show depicting joyous moments, events and services worthy of acknowledgment.
 - An invitation to purchase raffle tickets for a quilt and possibly other items. Winners to be announced at the end of the evening.
- The previous weekend, May 11-12-13, was originally scheduled for the Services Auction. Marcia agreed to check with the Connecting Council regarding their involvement (if any) in planning the Services Auction event. Currently no one has stepped up to take charge of coordinating this event. It was suggested that it might be preferable to hold the services auction every other year, skipping this year entirely.
 - A notice could be featured in UU Announce and in bulletins to inform members that the auction would not be taking place this year. (If the Connecting Council oversees the Services Auction, they would determine any change in scheduling and notification needed.)

(Services Auction, continued)

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- The possibility of having an on-line services auction was raised.
- A raffle featured at the Annual Meeting could offset the loss of funds, if no Services Auction is held.

It was suggested that a task force be formed to support Marcia in planning the Annual Meeting. Carl and Kelley volunteered to assist Marcia.

Board Goals for Pledge Drive

It was noted that we have/could have operational, aspirational and inspirational goals for our pledge drive. The task force for the pledge drive (Virginia, Jen, and Uta) have been developing the information to be shared with members during the Pledge Drive.

- Pledge materials currently refer to the need for a living wage for all staff. Salaries are linked to professional qualifications, UUA standards, and the nature/range of duties assigned. There is no expectation or schedule for step increases. A yearly COLA of 2 or 3% is typical.
- We need and want to go beyond keeping the ship afloat. What could we accomplish were funds available?
 - Could we (for example) contribute to establishing a space for the Men's Shelter?
 - Could we afford bus transportation to take our members to events for social justice?
- We are planning to provide a Capital Campaign update at the annual Meeting. For that purpose, we will need to know the projected costs of the building enhancement in comparison to the contributions promised in the Capital Campaign. Our planned enhancements and needed improvements exceed monies pledged in capital campaign. This needs to be shared with members.
 - The seismic assessment was part of the planned initial spending from the Capital campaign. Addressing seismic issues has not yet been budgeted and options will need to be discussed. Chris Bentley will bring a report to the Board, which will be published on our website.
 - At the Annual Meeting, Virginia is prepared to invite new members to contribute to the Capital Campaign, if they are not currently encouraged to do so during the Membership Class or as part of the initial pledging process. Elona will check with Chris and John concerning current practices with new member pledges.

Board Goals (Susan Christie's question)

It was noted that our council structure will develop and address goals pertinent to their areas of focus. Susan Christie shared that the Climate Justice Council is working to develop a "covenant for climate justice" for UUFC. Then each task force or council would take on applicable work. Susan expressed hope that the work on a climate justice covenant would support Board goals. It was acknowledged by Board members that the work on goals primarily rests with the councils, with Board support.

Nominating Committee Changes

Because specialized skill sets may be desirable for selected Board roles, from time to time, it was suggested that the Board may need to specify needed skills for the Nominating Committee to seek in trustees to be nominated. In the role of treasurer, having a financial background is of benefit. It was suggested that the current Board treasurer could mentor the newly selected one. It was noted that fiduciary responsibility falls to each Board member; we must all be adequately informed to make sound decisions.

Changes in our Bylaws, if adopted, will mean that the Nominating committee will no longer seek people to fill specific roles. The Board will select officers at the first meeting of the year.

Proposed Board Structure

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A Board structure developed by Craig was then reviewed and discussed.

- By establishing a “president elect,” a “president,” and a “past president,” the jobs typically taken on by one person will be shared, with the opportunity to develop skills over time. The past president will mentor the president elect (See table of roles and duties)
- In the second or third year of serving on the Board, the treasurer may mentor the treasurer-to-be.
- A “facilitator” will have a defined role on the Board. The facilitator may be a trustee or non-voting member. Regular facilitation of board deliberations will ensure that everyone is heard and decisions will be of higher quality.
- Newly elected trustees will take on needed work, as relevant to Board goals.

This proposal is currently under discussion, with a generally favorable response to date. There is a need to review the newly developed Bylaws to determine if the specified two-year terms for Board officers will work with a three-year plan for the president’s role. (Officers and trustees are not limited to one term of two years.)

Ordinations

A task Force was established to work on a policy for ordinations. The Task force will research the costs involved when the Fellowship takes on this role. The policy could delineate criteria for permitting UUFC to take on an ordination. It was suggested that the Fellowship should have some first-hand knowledge of the candidate.

The Board met in closed session to consider a current request for ordination.

The meeting was adjourned at 9 PM. The next Board meeting is Monday, 7 PM, March 12th.