



BOARD OF TRUSTEES MEETING MINUTES
Unity Temple Community Center
6:30 PM, March 13, 2018

Attendance: Willa Shultz, Lynne Hensel, Karen Haskins-Brewer, Anne Devaud, Emily Gage, Erik Wise, Elizabeth Plummer, Clara Lewis, Teresa Powell, Bill Crozier, Alec Brownlow, Dave Willard, Alan Taylor

Centering

Victoria Safford – “Plant yourself at the gates...”

Consent Agenda

Minutes-Misspelling: Willa doesn't have C in her last name.

Financials-\$4100 left from pledge drive because Elizabeth is a professional stalker (or really good at fundraising), Unity Temple should be “done” by summer, Publications Coordinator candidate looks likely, Communications Team is amazing, Rentals are “blah” (not as anticipated) – Windy City Times has us all over the place in their publications

the A-team Report – A-Team would like to discuss Sub-Committees, Lalo is granted asylum, one of our Refugee families has had two cars “explode” in the evening (in Rogers Park), 20-hour training will be made available – Institute for Non-Violent (first two weekends of May ??)

Motion to approve consent agenda (Anne, seconded by Teresa) - Unanimous

Strategic Plan

The goal is to make the mission statement “real”. We will engage each of our four missions as part of our theme-based ministry over four years. 2018-2019 will be Welcoming All (yearly mission focus). This will be discussed at Program Council. Four-year “project”. Alec – should we be incorporating the “Ends” as well? Alan - Haven't gotten to that yet, however yes – we'll focus on the two “Welcoming All” ends. Bill – will we be looking into why people are leaving? A-Team said yes, that will be part of it. Paraphrased from Elizabeth: There doesn't ever seem to be one bucket of reasons why folks leave: lost job, kids not in RE, sick, not feeling like it anymore, etc. Looking into how to capture that – how to get a baseline/feedback loop in place.

Alan shared some additional concerns about welcoming other points of view:

- “Being a religious liberal isn't the same thing as being a political liberal”
- “To what degree is the anti-Christian sentiment being expressed”

Sabbatical

In general: we have a good track record managing Sabbaticals.

Alan out in Mid-April, back Mid-August. Kellie (soon to be Rev. Kellie Kelly) will be Sabbatical Pastoral Care minister. 8 guest ministers – 3 lay ministers. Caring team will carry on. There is a Sabbatical Committee. Major events (Deaths, etc.) will be handled by Emily. If anyone needs to contact Alan: Terry Kinsey, Elizabeth, Alec or Emily – do not reach out directly. Guide was distributed that covers all details at length – there will be an abbreviated guide passed out to the congregation.

Subcommittee Updates & Discussion

There's a comment in Alan's A-Team report. Read the "Governing Style" from our Policy Manual (2011). Specifically: Strategic / aka: Ends. Not on means. While we were exploring our Subcommittee's, we were perhaps more focused on means. This conversation is to help reset that. We need to keep our impulse to reach out to staff on our own in check.

Alec is reading "Boards that make a difference" – Carver - about policy governance.
<< Policy Governance Centering >>

"We could have a retreat every month." – Alec – to be clear, we're still learning what Policy Governance is.

Vision and Policy (Anne) – They plan to refresh the 2011 Policy Manual. Policy #5 (55min). Team might propose a new Mission Statement and Ends Statements (Willa). There are concerns about what the right approach to updating the manual is. Subcommittee would like to do it iteratively with approvals during monthly BoT meetings. *Motion to update the Mission and End Statements to reflect new Mission and End Statements (motion Bill C/Teresa - seconded) – discussion – **Friendly Amendment** to remove "The mission of UTUUC" and bolding. Motion carried unanimously.*

Congregational Linkage (Karen/Eric) – They've met, brainstorming summary: Role of board vs. Role of staff/committees. "Request for Board Presence at events", "Building maintenance questions", "Staff/ministers opinions", "Request for speakers", "Partnering with outside groups" and "Identity".

Purpose of subcommittee:

1. Showing the congregation, we are actively interested in receiving Feedback to consider when making policy decisions.
2. Show that the board values congregation members feel valued, emotionally supported and spiritually fulfilled.
3. Members coming back.
4. Expand the circle of views beyond the common core group of members. "The usual suspects"

Discussed guidelines for how to engage with congregants across different personality types / “affinity groups”.

Possible listening methods: Meet the Board Member, Surveys, etc.

Communications (Clara/Dave) – “how and what does the board communicate to the congregation” - Need to have a deep conversation yet (will schedule). We need to review the videos.

Examples: meet the board member, town halls, posting the minutes, the way we stand up and welcome people, when we write something into connections and other ideas? what do other congregations do?

Stewardship (Bill, Lynn and Teresa) – key performance indicators, budget endowment, etc. We need to continually check our impulse to “knock on doors” Elizabeth - Next Tuesday (3/20) - 6:30-8:30 – walk through the budget. Alec will sit in on the any of the next Sub Committee meeting.

Board Covenant

1. Updated “new” version distributed by Alec
2. Alan found a 2012 Covenant
3. Kathy had provided one from 2015.
4. Tabled discussion over Board Covenant (until May)

Additional business

1. Karen will lead the April Board Meeting. Alec and Alan to meet with Roger B. on 3/28. Provide Alec with questions. (before 3/26)
2. We will have an Intern in September 2018-2019 – Transylvanian attending Meadville - Zsolt Elekes. Once a month he will be at Third Unitarian

Adjourn (Bill-moved and Anne-seconded – unanimous) – 8:30 PM

Respectfully Submitted,

David Willard