



UNITY  
TEMPLE  
UNITARIAN  
UNIVERSALIST  
CONGREGATION

## BOARD OF TRUSTEES MEETING MINUTES Unity Temple Community Center 6:30 PM, August 21st, 2018

**Attendance:** Anne Devaud, Lynne Hensel, Clara Lewis, Karen Haskins-Brewer, Elizabeth Plummer, Erik Wise, Willa Shultz, Bill Crozier, Alec Brownlow, Teresa Powell, Rev. Alan Taylor, David Willard, Tina Lewis and Marty Swisher.

The meeting was called to order at 6:30 p.m.

### **Centering**

Naomi Shihab-Nye – “You are living in a poem” - Kristen Tippet (OnBeing)

<https://onbeing.org/programs/naomi-shihab-nye-your-life-is-a-poem/>

### **Consent Agenda**

- Minutes from June 12th
  - Minutes reflected March as the start of the Auction.
    - Adjustment: Auction is in February, committee work starts in September
  - Add Policy Number 3 Changes
  - Add Colleen’s Official Title
    - Faith in Action Coordinator
- July meeting was not an official meeting; however, we will record the minutes.
- Approved by Bill / Teresa (2nd) – Unanimous
- A-Team Report reviewed
- Financial Reports reviewed
  - We are now in the red and per “The Sherman Amendment”, are not going to take immediate action on compensation. That conversation, however, continues.
- Consent Agenda approved - Willa/Teresa (2<sup>nd</sup>) – Unanimous

### **Board Leadership Development and Orientation**

- Not prepared to discuss Policy around Compensation, however there is intent to cover that soon
- Board preparedness (Tina Lewis joined us)
  - Several board members lose 4-5 months of their term “on-boarding”
  - Anne, Clara, Alec and Dave Met to discuss a proposed change to the By-laws to cover Board member Orientation
  - Bill suggested that we target recruiting people who have experience on other boards.
    - Alec countered that we lose a large population/opportunity by doing that.
- Tina can make room to discuss what the board does during pathways.
  - She will follow-up to recruit Board Members for this
  - Alec is doing the first session and will design talking points.
- Regular Board Learning Sessions after Service (9/30, 1/20, 4/28)
- Engagement Fair 9/23 - during Coffee Hour – will discuss attendees during September Meeting
- Discussed proposed changes to the ByLaw regarding Board composition and transition (Article VI)
  - **See Appendix A**

- Motion to Approve final draft of Article VI - Language - Teresa/Eric(2<sup>nd</sup>) - Unanimous
- Motion to send changes to Annual Meeting on December 9th – Teresa/Anne(2<sup>nd</sup>) - Unanimous
- Topic tabled for now

### **Proposed changes to policy manual**

- **See Appendix B**
- Motion to approve – Bill/Teresa(2<sup>nd</sup>) – Unanimous

### **Schubert Festival 2020 – presented by Marty Swisher**

- 2018 generated \$490.00 (Profit)
- Henry Fogel will be the Artistic Advisor for Schubert Fest 2020
- Potential Headliner: Lawrence Brownlee, Tenor
- Target Budget \$45,000
  - Lawrence Brownlee is \$18,000
  - Remaining is \$7,000
- Looking for \$15K in Private Donations (15 people)
- Possible Ticket Sales \$28K
  - Price per ticket is \$100 (up from \$45)
- No approval required from board – just an FYI

### **New Business**

- We urgently need a leader for the Auction. Lots of support for the transition. Brainstorming for non-desperate / threatening ways to elicit support.

**Adjourn** - Bill/Erik(2<sup>nd</sup>) – Unanimous – 8:30 PM

### **Highlights**

- Action items
  - Secretary to update June minutes
  - We have an urgent need for Auction leadership
- Decisions
  - Changes to bylaws will be brought before the congregation at the annual meeting (12/9/2018) to provide a grace period as we transition to new board members.
  - Approved addition of an introductory paragraph to the Board of Trustees policy manual

Respectfully Submitted,

David Willard

## **Appendix A**

### **ARTICLE VI**

#### **Board of Trustees**

##### **A. Composition**

The board of trustees shall consist of nine members, except as provided for in this paragraph.

Three members shall be elected at each annual meeting to serve a three-year term.

Notwithstanding the foregoing, members elected to serve as trustees at annual elections held in years 2010, 2011 and 2012 shall serve three and one-half-year terms. One year must intervene before a former board member may be reelected.

##### **Approved Change:**

The board of trustees shall consist of nine members. Three members shall be elected at each annual meeting to serve a three-year term. Notwithstanding the foregoing, members elected to serve as trustees at annual elections held in years 2015, 2016 and 2017 shall serve three year and two-month terms. One year must intervene before a former board member may be reelected.

##### **B. Transition**

Prior to the beginning of the fiscal year, the newly elected board may, at its discretion, meet with the outgoing board to facilitate a smooth transition of authority.

##### **Approved Change:**

In order to facilitate a smooth transition process, following election at the annual meeting, incoming trustees will familiarize themselves with board structure, governance, and issues via a board-led orientation process. Incoming trustees will assume official trustee status, with all voting rights and privileges at the March meeting following their election. Incoming trustees are expected to attend board meetings as part of their orientation until this time.

Starting with Board members ending their service in 2021, the Board will resume a three year term of service.

## **Appendix B**

Unity Temple Unitarian Universalist Congregation has identified four core values upon which our ministry is based. The mission grows out of our core values; it defines our focus--the difference we are here to make and for whom. The Ends Statements are measurable outcomes that result from living our values, and acting upon our mission.

### **Values**

Connection, Transformation, Justice, and Acceptance

### **Mission**

Welcoming All, Inspiring Compassion, Nurturing Wonder, Serving Community.

### **Ends Statements**

#### Welcoming All

- We foster a culture of radical hospitality.
- We build relationships with people across boundaries of race, class, and other identities that divide us.

#### Inspiring Compassion

- We cultivate caring communities for one another.
- We bear witness to love and pain in the world, and respond, individually and collectively, with acts of compassion.

### Nurturing Wonder

- We nurture and celebrate a sense of wonder within everyone.
- We create opportunities for spiritual deepening, questioning, and growth.

### Serving Community

- We act in partnership for justice.
- We live our faith in service.