

James Reeb Unitarian Universalist Congregation
Board of Trustees meeting
September 11, 2013 (~6:30-8:00 PM)

APPROVED MINUTES

Present: Sarah Cook (Chair), Rev. Marlene Walker, John Koch, Kim Reain, Rachel Avery, Marla McFadden, Holly Anderson, Peggy Haack, Art Hackett, Joanne Keanne

- > Welcome, Chalice Lighting, Opening words (provided by Holly)
- > Reviewed roles and adopting the agenda
- > Check-in question, "What is your favorite place in nature?"
- > Consent agenda approved (included minutes of July 24, 2013 Board meeting minutes, end-of-year report from finance committee, RE committee minutes from August 8, 2013, JRUUC anniversary events, library and fundraising reports, spending policy for committees, Reeb building hardening review, cleaning services for Reeb, and minister's report).
- > From the Ministerial Search Committee, the negotiating team (John Mathis, Jeanne Lydon, and Marla McFadden) recommended the following: offering the standard ministerial agreement, \$53,500 for salary and housing (this is the mid-range for our size congregation based on the UUA guidelines), UUA health plan (benefits are separate from salary and housing). The Board approved the standard letter of agreement, \$53,500 annually for salary and housing, and the standard package of benefits.
- > Carin Bringelson, representing the Stewardship Team, explained the program FORTH, a social networking program for fostering year-round spirit of giving and generous spirits. The Stewardship Team has read "Beyond Fundraising". There is a FORTH Facebook group, and the program is free. The Board approval the Stewardship Team moving forward with FORTH.
- > Ideas for a Board Covenant were discussed. Based on input from the Board, Marlene will gather all the ideas offered and craft a covenant for the Board to review at the next meeting.
- > The Board authorized up to \$2,500 to paint the exterior of the building and an increase of \$150 for the 20th Anniversary Task Force. Funds will come from the Big Oak rental income.
- > The Board approved continued coverage through the UUA health plan for Rev. Marlene.
- > Personnel policy needs to be discussed at next meeting. Rachel will organize the meeting of that task force and present a draft several days before the next Board meeting.
- > Discussion of leadership development. The goal is to work towards leadership development year-round. A round table is being planned for January 2014.
- > Process observations and closing words (read by Holly), adjourned

Action items:

Marlene will craft a draft Board Covenant.

Chalice circle "Big Questions" will help with food for Dec. 8 celebration.

Rachel will organize meetings of group tasked with drafting a personnel policy and present a draft at the next Board meeting.

Other dates to keep in mind: Reeb Rave (Nov. 9, 2013); Anniversary gala (Dec. 8, 2013); Holiday Fair (Dec. 15, 2013); Candidating week (tentatively for May 2-11, 2014)

Next Board meeting will be Oct. 30, 2013, 6:30-8:00 PM, JRUUC building