

James Reeb Unitarian Universalist Congregation

Board of Trustees meeting

June 18, 2014

Present: Sarah Cook (Chair), Rev. Marlene Walker, Art Hackett, John Koch, Holly Anderson, Marla McFadden, Kim Reain, Kelly Kearns

Welcome, chalice lighting, and opening words (read by Kim)

Adopted the agenda and reviewed roles.

Check-in question.

Consent Agenda approved including 5/21 BOT minutes.

BOT transition housekeeping

- *Reminder to sign up for counting people (and money) at Sunday service.
- *Check signing should be effective 7/1 but there will be a delay to refinancing.
- *Remaining members will need to sign until new members are added.
- *Art is working on refinance and Kim will follow-up on signatures.

Ministerial transition re Karen's start date

- Proposed motion: The board authorizes the 2014-15 president and president-elect, in consultation with the incoming settled minister, to approve start-up adjustments to the details in the letter of agreement at no net cost to JRUUC.
- Moved: Art, Second: Marla, Approved.
- Sarah will follow-up with Elizabeth about Karen's receipts and reimbursement.

Review of past half year

- Anniversary Celebration
- Personnel Policy (located in office in labeled binder)
- Sarah will follow-up with Elizabeth to ensure Caroline and Gen have copies.
- Perhaps Personnel Policy should be on the JRUUC website (unsure the status of this).
- People are excited about joining the BOT
- Balanced budget that addresses our priorities
- Elizabeth's hourly pay increase
- Clear process around budgeting and finance - needs further clarification
- Structure and transparency - needs further clarification
- Leadership development – added to Nominating Committee responsibilities for coming year
- Nominating Committee will have Sarah Cook, Mary Wagner and Heike Saynisch plus two approved members from BOT.
- Loose ends: Sarah Cook will follow-up with reviewing the experience of Big Oak renting our space and share what she learns.

Wisdom from our Minister to carry us through the summer, discussion about this and final thoughts:

- Snacks are good.
- Marlene has asked Elizabeth to gather two years' worth of BOT minutes and other community resources that would be helpful for Karen as she begins her ministry here.

- Continue with BOT being open and transparent.
- BOT did BOT work and did not micro-manage.
- Continue with Executive Committee meeting monthly.
- Move forward on CRR (Covenant of Right Relations), be brave, keep it alive and have a process for renewal.
- Overall the energy has shifted, clear about where we are headed and we are a more mature congregation.
- We heard the call. We have done hard work.
- Elizabeth has criteria for calling Marlene for July/August for Pastoral Care Concerns.
- Continue with Provocative Statements and AI Process follow-up.
- Kim Reain will follow-up with AI Process status.
- Come up with a plan to integrate those that will return who have been gone for two years.
- While the congregation has done hard work, the system has habits that will return, have a plan to deal with this as well.
- Keep communications clear and with CRR. There has been great forward thinking, let's continue with that and not just crisis management.
- We've increased membership by 10 people which is 10% and doesn't usually happen with interim ministries.
- Continue to pay attention to Stewardship and finances.
- Folks are hungry for what we have here at JRUC with our depth of heart. Continue build and nurture this part of who JRUC is.
- General remarks: lighter energy on BOT, fun year, felt supported, BOT is inspiring, AI process was amazing/ hearing hopes and dreams of members/ people want to be here and want to participate/told us who we are/remember you can use AI for other areas too, Carin's A-Z was insightful, our congregation is now able to have several areas of activity without the whole congregation focusing on the activity, we have a solid core, continue with transparency in all areas, continue independence of committees/groups with BOT awareness.
- Next month/Parking Lot (I'm placing this here as a reminder for all BOT members):
 - AI process follow-up
 - September Board Meeting 9/20
 - CRR/conflict resolution/Health Communication Team?
 - BOT highlights for newsletter
 - Alcohol and Tobacco Policy
 - Building Use and Policy and Agreements
 - Safety Policy: re Children
 - Budget for Childcare during church-wide events
 - Ordination/Installation
 - Plaque for members that have died
 - Suggestion Box

Process observation, closing words, and adjournment

Next meeting is July 16, 2014, 6:30-8:00 pm at JRUC