

James Reeb Unitarian Universalist Congregation
Board of Trustees meeting
March 19, 2014

APPROVED MINUTES

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

- 6:30 Welcome, chalice lighting, and opening words (read by Charlie)
- 6:34 Reviewed covenant and roles and adopted the agenda
- 6:37 Update on PJs – a grant (Bennett) has been submitted
- 6:38 Updated from Library Committee – the missing books have been found! There will be further follow up in the future
- 6:39 Finance Committee and Building update:
- We have two bids for the replacement of one wall of the building (this will address the mold issue). Both are in the neighborhood of \$14,000. Mortgage is being refinanced, and due to lower rates, folding in the cost of the construction is not anticipated to raise our monthly mortgage payment for JRUC
- 6:43 Check-in question from Marla, “What is your harbinger of spring?”
- 6:45 Reminder to sign up for counting people (and money) at Sunday service
- 6:46 Consent Agenda was approved and included the following:
- Board meeting minutes from Jan. 29 and Feb. 19, 2014
 - Updated personnel policy manual sent Mar. 14
 - Fundraising committee report sent Mar. 15
 - RE committee minutes from Feb. 18 RE meeting (sent Mar. 18)
- 6:46 Minister’s Report
- 6:49 Covenant/conflict/committee-on-ministry study group report by Peggy and Marla (Kim not present for this meeting)
- Recommend “Healthy Communication Team”
 - Also incorporate more opportunities for gratitude, maybe a “shout out” in the East Breeze?
 - Two scenarios presented for conflict vs. grievance
 - Committee on Ministry is currently in our bylaws and can evaluate lay ministry, minister, overall ministry
 - Evaluations of ministry should happen regularly
- 7:06 Cancellation Policy by Peggy and Charlie
- Thanks to Charlie for creating a “Get the Word Out” cheat sheet that will be added to the Board member binders
 - Charlie has claimed the JRUC Yelp and Facebook and will next look at Twitter
 - The policy was adopted (“Policy” was changed to “Procedures”)
- 7:21 Delegate selection
- Regional Assembly: Carin Bringelson, Bev Buhr, Barb Whitney
 - General Assembly: Rachel Avery, Joan Kemble, Tom Kemble (alternate will be Terri Pepper)
- 7:25 Governance & Structure study group report (Holly, Art, and Sarah)

- No definitive actions will be taken at this time since we are waiting for our new minister
- Two possible options are Standing Teams (would be fewer in number than our current committees) or Clusters, and in addition, there could be a Program Council (which would allow for better communication across the groups and look at building use, activity calendar, and recruitment of volunteers)

7:38 Draft budget reviewed (Note, ideally in the future, the budgeting process will be across multiple years and it will not be a Board responsibility)

7:58 Looking ahead

- Preparing for May annual meeting agenda
- Big Oak evaluation planning (propose doing this over the summer)
- June board meeting: June 18th chosen
- Next month: finalize budget proposal, plan annual meeting

8:01 Process observation, closing words, and adjournment

Next meeting is April 16, 2014, 6:30-8:00 pm at JRUUC