

UUFCC BOARD MEETING MINUTES

DECEMBER 8, 2009

APPROVED ON JANUARY 12, 2010

Motions passed:

* that we disseminate the resolution on healthcare reform, approved by the congregation on November 15 2009, to other UU congregations, other progressive religious groups, legislators (local, state and national), service groups and other citizens in the Centre Region (see b under New Business).

* that we approve Mark's request that his housing allowance be amended to shift \$1,500 from his salary and add the \$1,500 to his housing allowance beginning January 1, 2010. This shift would maintain his current compensation package (See c 4, under New Business).

Present: Helen Volz, Chair, Brenda Black, Helen Dempsey, Mark Hayes, Andy Lau, Stevie Rocco, John Schmidt, Jean Wiant, Jan Wuest, Secretary

1. Chalice Lighting and Opening Reflection – Helen Dempsey read from a book on social work and ethical goals. She noted that the standards and goals she pursues in her professional and volunteer work are very similar and enhance her job performance and job satisfaction in both.
2. Chalice Lighting and Opening Reflection for January - John Schmidt
3. Review of Covenant
4. Changes to agenda - None
5. Approval of November Board minutes - John made the motion, Helen Dempsey seconded. The minutes were approved.
6. Preliminary approval of November 15 mid-year meeting minutes – John made the motion for a preliminary approval of the mid-year minutes. Stevie seconded. The minutes received preliminary approval.
7. Reports
 - a. Minister – Mark submitted a written report
 - b. DLRE – Jean submitted a written report
 - c. Music Director – Matt submitted a written report
 - d. Trustee Liaison Reports
 - I. Brenda Black – Nothing to report
 - II. Andy Lau - Nothing to report
 - III. Stevie Rocco drafted the advertisement for a volunteer project manager position. The ad will be posted in the e-news and newsletter.

- e. Treasurer's Report – Peter submitted a written report and reviewed the budgetary highlights.
- f. Program Council Report - Helen Dempsey submitted a written report and asked if there is a policy that dictates that the Program Council needs to meet on the third Tuesday of each month. The Board said that the Program Council chair could make that choice.

8. Old Business

- a. Date /topic/food for January Breakfast with the board - The breakfast will be held on January 30, at 9 am. Members of the board will share their experiences on working within the new governance structure and talk about the perks of serving as UUFCC leaders. We will begin breakfast with “pancakes by John.” Please RSVP to Helen Volz.
- b. PSI Update: John Schmidt –
 - Annual Budget Drive (ABD) John asked that each board member agree to be a team captain and work with four team leaders. Each team leader will then contact four members of the congregation. All leaders will receive training. The board agreed to assume that responsibility.
 - John and the Building Team will meet with the architects to consider the scope of the Program Space Initiative (PSI) based on an estimate of funds that can be raised in a successful capital campaign.
- c. Leadership/personnel discussion—continuation from last time
 - Maureen's comments – Maureen Volz was invited to the board meeting but was out of town. Helen Volz read from an email Maureen sent her. Maureen has agreed to continue chairing the committee this year. Maureen's priorities are revisions to the staff evaluations and development of a policy booklet. Helen Volz asked the board for names of potential candidates to serve as personnel committee chair for next year.
 - Helen Volz, Helen Dempsey, John Schmidt, Jean Wiant and Mark Hayes discussed leadership evaluations at the board agenda meeting. They suggested that paid staff and volunteer leaders should be assessed separately because the criteria for goals and accomplishments would be different.
 - Brenda Black shared her thoughts on leadership evaluations. She believes that the board and program council should work along with the staff in setting goals, listing accomplishments, and providing an opportunity for self-evaluation and group assessment. If the staff and leadership met twice a year, they could learn from each other and improve their leadership skills. Mark agreed that the suggestion was worth considering and would be more inclusive than the present arrangement.

9. New Business

- a. Review/add to accomplishments list: Lois Durran submitted a list of activities that have been going on at the UUFCC. The board suggested the list be grouped to include

ongoing programs, new initiatives, and one-time events and activities. The list will change as activities are added or dropped. Helen offered to meet with Lois and reorganize the list. She will send us the updated version.

- b. Social Action Committee - Brenda Black requested the board's approval to share the Health Care Resolution, supported by the congregation on November 15, 2009, with legislators and other community leaders. She asked for approval from the Citizens for Healthcare Reform task force at last night's meeting. Serving on the task force are committed UUFCC members and social progressives in the Centre Region. Brenda expressed concern that religious groups worry about setting and promoting a social agenda while many progressives don't see themselves as religious. She believes that social justice will not move forward without religious groups. John suggested that she send the resolution to other UU congregations in the UUA directory and Mark suggested contacting congregations in the JPD. Helen Volz suggested she also send the resolution to the UUA to let them know we are working on the 2008 Action of Immediate Witness. John made a motion to approve disseminating the resolution. Mark seconded the motion and thanked Brenda for all her work. The motion passed. The resolution, with a cover letter describing the resolution and attendant legislation, will go out to UU congregations, other progressive religious groups, legislative officials (local, state & federal), service groups and other citizen groups in the Centre Region.
- c. More on leadership
 - 1) The Board requested that Mark and Jean share their professional goals. They submitted written lists in advance of the board meeting.
 - 2) Board member job descriptions: Helen located drafts that will need to be reviewed, revised, and voted on. The trustee responsibilities will be reviewed for changes in goals and objective. Helen will put that on the agenda for the January meeting.
 - 3) New chairs for Personnel and Finance Committees:
Maureen Volz will remain Personnel Chair until the end of the year.
Ken Riznyk is resigning as Finance Chair and Helen asked the board to suggest names for a replacement and get back to her with suggestions within a week.
 - 4) Mark: Housing Allotment – Mark requested that his housing allowance be amended to shift \$1,500 from his salary and add the \$1,500 to his housing allowance beginning January 1, 2010. This shift would not change his compensation package, only the way it is itemized. Peter made the motion, John seconded. The motion passed.