

FUUCA Board of Trustees

Meeting date: **Tuesday, September 18, 2012** **Started: 6:30 PM** **Ended: 9:30 PM**

Location: FUUCA

Purpose/Notes: Regular scheduled meeting

Chaired by: Susan Thomson

Minutes rec. by: John Franks

Attendance:

Present: Bruce Barker, Meg Barnhouse, Ann Edwards, John Franks, Carolyn Gremminger, Sean Hale, Eric Hepburn, Chris Jimmerson, Michael Kersey, Michael Le Burkien, Ken Pfluger, Russell Smith, Susan Thomson

Regrets:

Absent:

Late:

Guests:

(none)

Meeting Documents:

(no documents)

Meeting Minutes:

1. Committee business

1.1. Chalice Lighting and Opening Words

Susan Thomson

Minutes:

Susan T. called meeting to order at 633.

Ann E. did the reading from John Burns, Blessed are those who when asked to serve.

Report:

Status: Completed

1.1.1. Opening Reading

Ann Edwards

Report:

Status: Completed

1.2. Reading of Board Covenant

Susan Thomson

Documents:

- boardcovenant.pdf

Status: Completed

1.3. Confirm Timekeeper and Process Evaluator

Susan Thomson

Status: Completed

1.3.1. Confirm Process Observer

Bruce Barker

Report:

Status: Completed

1.3.2. Confirm Time Keeper

Russell Smith

Report:

Status: Completed

1.4. Approve Agenda and Consent Agenda

John Franks

Minutes:

Consent agenda items approved.

Report:

Documents:

- DoFO report VIII-12.doc

Status: Completed

1.4.1. Approve August Minutes

Report:

Documents:

- Minutes_8_21_2012-1.pdf

Status: Completed

1.4.2. Approve August DOFO report

Report:

Documents:

- DoFO report VIII-12.doc

Status: Completed

1.4.3. Approve August financial reports

Report:

Documents:

- Aug 2012 F Report Coversheet 11-IX-12.doc
- august 2012 financial report 11-IX-12.xls

Status: Completed

1.5. Visitors Forum

Susan Thomson

Status: Completed

1.6. Recognition of Church Volunteers and Staff

Ann Edwards

Minutes:

Ann E appreciation cards. Gary and Amy Bennett, Leslie Walker, John Neemidge, George Denny, Kitty Traylor, Leslie Walker

Report:

Status: Completed

1.7. Moment with Meg

Meg Barnhouse

Minutes:

Zoning change 49th st. Teardown homes and put up large multifamily. Also a change to height restriction. Doesn't fit in our mission and ends. Board does not come up with congregation position on items. Newsletter guidelines, items should be church related.

Report:

Status: Completed

2. Old business

No Old business

3. New business

3.1. New Business (Assessing the Past)

Report:

Status: Completed

3.1.1. Executive Limitation 2.7 Compensation and Benefits Interpretation Changes**

Susan Thomson

Minutes:

No comments.

Report:

Documents:

- limit interp 2-7 compensation IX-12.doc

Status: Completed

3.1.2. Executive Limitation 2.5 Continuous Operations Plan

Susan Thomson

Minutes:

COP interpretation, measures, approved. Evidence not approved(Revise next year).

First phase of long absence then there is a vacuum in executive decision making.

Can staff delegate responsibility to Board President?

Continuous Operation Policy will be revised, Meg will revise policy in future.

Report:

Documents:

- limit report 2-5 continuous operations VIII-12.doc

Status: Completed

3.1.3. Congregational Survey Analysis

Eric Hepburn

Minutes:

Eric H Survey Analysis

Eric H to send a list of questions for further analysis to discuss next month(October).

Report:

Status: Completed

3.1.4. Board and Board/Executive Covenants

Susan Thomson

Report:

Status: Completed

3.2. Snacks

Chris Jimmerson

Report:

Status: Completed

3.3. Learning and Creating the Future

Report:

Status: Completed

3.3.1. Bylaws Revisions

Susan Thomson

Report:

Status: Completed

3.3.2. Gifts of Real Estate***

Sean Hale

Minutes:

3.3.2 Gifts of Real Estate

Bylaws require real estate with mortgage gift have congregational approval.

Real Estate with encumbrance (lifetime gift) might require congregational approval.

Bylaws were written with intent on church property, not gifted real estate.

Bylaws Article 5 sect 1 c and d apply, or add an exception for gifts.

Policy group(Ken, Michael and I) will take a look at RE gifts. Max Stout, new member works with estates.

Report:

Status: Completed

3.3.3. Composition and Selection of Board

Chris Jimmerson

Minutes:

Governance Changes?? Chris

We're norm for board size.

Variation in officer choice. Nomcom does ours, many others board selects.

Fiscal years vary but governance and fiscal year are predominating.

Discussion of what changes should we consider making.

Board size should be no larger than it is.

Eric H, perhaps the board should pick it's own president.

Meg B., expectations of president and board member are different.

Do we need Treasurer and past President position.

Sean H- Outgoing board selects secretary???

General opinion is to combine fiscal/governance year.

Great advantage to one congregation meeting per year.

Board to prepare "white paper" on board structure and board year.

Report:

Documents:

- Board Bylaws Comparisons.xlsx
- Board Bylaws Comparison Summary.docx

Status: Completed

3.3.4. Nominating Committee Roles

Minutes:

Bruce – Nominating Committee discussion

Nominating committee just do board nominees. If just board then they can concentrate on good Pol Gov members. (Bylaw change)

NomCom also tasked with leadership development. Not in bylaws though. Who should be doing this? AdultRE??

Composition of NomCom, possibly of past President on NomCom. Policy change to ensure past Pres on NomCom.

Now does the Board nominate Tw

Two or up to Two?

DBLE highly recommended for board and NomCom

Tabled for further discussion

Report:

Status: Completed

3.3.5. Friedmans " A Failure of Nerve" discussion

Meg Barnhouse

Minutes:

"Failure of Nerve"

Ann E. – leaders as peacemongers

A tendency to adapt to immaturity.

UU tolerance can be a problem.

Organization can have a germ that can keep the culture the same.

Our organization is examining itself and taking steps to change/improve.

Meg will mail out reading assignment. Carolyn will lead discussion next time.

Report:

Status: Completed

3.3.6. October Linkage Event

Michael Kersey

Minutes:

October Linkage Event – Michael K

Set year calendar events.

5 weekends October and 1st weekend Nov. Perhaps do this in the spring.

A linkage event to some of our neighbors. Blind school, community garden, massage school?

Report:

Status: Completed

3.3.7. Member Retention Issues

Meg Barnhouse

Report:**Documents:**

- member retention data.pdf

Status: Completed

3.3.8. Transition Report

Chris Jimmerson

Minutes:

Chris – Transitions

Needs to withdraw from 1st UU board due to Wildflower and study commitments.

Report:

Status: Completed

3.4. 5 year plan

Meg Barnhouse

Minutes:

Draft Long Range Plan, (5 year) Meg,
comment and get back to Meg by 10/14

Report:

Status: Completed

4. Committee business

4.1. Action Items

John Franks

Report:

Status: Completed

4.2. Process Evaluation

Susan Thomson

Report:

Status: Completed

4.3. Reading of Board - Executive Covenant

Susan Thomson

Documents:

- Board Executive Covenant.pdf

Status: Completed

4.4. Extinguishing the Chalice and Closing Words

Susan Thomson

Status: Completed

Recording Secretary:

Chairperson:

Date:
