

FINAL

All Souls Church Board of Trustees

May 16, 2018 Board Meeting

Minutes recorded by Rachel Pfeffer (substituting for Fran Jackson)

Call to order 7:00 pm by President Tim Rhodes

Present:

Tim Rhodes, President

Russell Cross, Vice President

Robert Jayes, Trustee

Patricia Lambert, Vice President

John Schuettinger, Trustee

Esther Strongman, Trustee

Tracy Zorpette, Vice President

Peg Barratt, Interim Treasurer

Rev. Rob Hardies, Senior Minister

Rachel Pfeffer, Interim Executive Director

Other congregants (guests from LDNC)

Not Present:

Anne Bradley, Trustee

Georgia Yuan, Trustee

Fran Jackson, Secretary

Chalice lighting and reading

Proceedings:

1. Corrections to the Consent agenda: Approval of March and April minutes removed from Consent Agenda and moved to June Meeting
2. Move Consent Agenda item 2c to June Agenda: (Congregant Behavior Committee)
3. The Consent Agenda was unanimously approved with changes listed above:

Agenda items B and D remain in the Consent Agenda.

Approval of Delegate slate for GA

Appointment of Ken Ambrose and Paula Cole Jones as Co-Chairs, Transformation Team

Internal Committee Reports:

- a. Leadership- LDNC update: LDNC representatives requested input from the Board on needs for the coming year. Nominating a slate of 15 candidates; followed bylaws to decide on our approach. Tracy, Anne and Georgia are exiting the Board at the end of the year. What kind of experience is the board looking for? Finance, legal, writing, communication, social media, nonprofit, process, diplomacy, human resources, members need at least 20-25 hours a month, diversity of leadership experience beyond Church and nonprofit experience, working in diversity, relational orientation, hold multicultural vision as central to our congregation. What are the priorities for the board:

governance, long term finance, capital improvements. Leadership Social to recruit leaders May 23, 2018. Treasurer Vacancy update from LDNC: 1. Some have asked “Why is the Treasurer not a voting member of the Board?” Have we ever considered having a board member being appointed as the Treasurer? Should we redefine the Treasurer Role? Could the committees take on some of the roles? Should there be better support for the person doing that role? Should we have two assistant treasurers?

b. Board Workshop Planning (Tracy): A meeting for conversation to discuss our process and focus going forward: Governance, 8th Principle, Healing and Reconciliation and what’s the Board’s role. This and other topics require significant time that is unavailable in a monthly business board meeting. Tracy will survey everyone for availability and settle on a date.

Personnel

a. Evaluation of Senior Minister (Esther Strongman): In-Progress, completed by June 15th. Important to encourage people to participate and do focus groups on particular issues that come up in the evaluation.

b. Compensation and Benefits review with Jan Gartner of the UUA on health benefits, employer contribution (Tracy and Rachel) A spreadsheet

c. discerned that extending health benefits to dependents will not be instituted this year but will be considered during the 2019 budget season. Rachel reported that we were in compliance with the questions raised by Katie and Tracy after working through the “Benefits Tune Up” workbook.

d. Executive Director Hiring (Russell Cross): New permanent ED search committee will be formed and begin work in the fall once the governance issues have been addressed and we know what we are looking for.

Governance (Georgia/John/Patricia): Looking at how we currently run ourselves. We are not running on policy governance model. The overhaul is coming and how are we accountable in the interim as we are developing the new governance model. Accountability of the Executive Team to the Board through monitoring reports. The Board agreed that we need to comply with the policy governance structure we have now while we possibly transition to something else. The governance committee will convene Rachel and Rob to discuss a schedule for the monitoring reports. Chuck Wooldridge offered to work with Rachel to understand policy governance.

a. Discussion regarding policy governance this year

External Board Committees

4) Finance (Interim Treasurer Report- Peg): In July finance meeting will present a budget modification to the board. Rachel and Rob will prepare a fund development plan for the June 13th Board Meeting.

- 5) Investment (Bob) Nothing to report
- 6) Beckner (Tracy) Nothing to report
- 7) Audit (Tracy/John) See audit report
- 8) Committee on Right Relations (Bob): Some conflicts raised by the separation of Rev Susan Newman Moore. Inviting the Committee to the July Board meeting to have a discussion of the TOR and covenant and the connection between the Behavioral Committee and the Right Relations Committee.
- 9) Behavioral Committee (Bob)

Comments and Questions regarding written reports from the Executive Team

Discussion Items: Communicating with the congregation, accountability to the congregation: How are we doing with listening? How are we communicating in the reverse about what we're doing? Would we benefit from structured assistance? Is there a role for officers?

Letters to the congregation have been a good voice to the congregation and useful and should be continued; shorter is best.

Listening sessions should continue and are valuable and used as needed.

First service of every month, the board is visibly available at coffee hour.

Can we report a synopsis of the board meeting... bullets of the board meeting.. quick summary of what we are doing? Post the minutes and the synopsis. We will ask the Secretary if she can fill this role by developing some bullet points to share with the President, who will then share with Gary for publication.

Tracy will ask Gary to set aside space for a "board corner" in the weekly bulletin.

Another suggestion: once a month during the service, someone from the board reports from the pulpit on 2-3 points of what we are doing as a board.

Create a public face... be disciplined and short.

Communicate to different audiences.. who aren't we reaching?

Need a communication plan.

Four Worship Associates from the Board on the pulpit quarterly.

Many people who are not receiving the messages because they don't receive letters or read letters.

John will ask his wife if she wants to use her social media company to assist in planning and doing social media.

Beckner Fund Grant: Unanimous Approval of Young Souls \$2000 request without endorsing the accompanying statement. Tracy (as liaison to Beckner) will clarify that a behavior policy is in place at Church for anyone who feels unsafe.

Board Adjourned 9:25 pm

Executive Session: 9:25 pm