

FIRST UNIVERSALIST UNITARIAN CHURCH OF WAUSAU

BOARD OF TRUSTEES MEETING MINUTES

April 19, 2016

**Call to Order: 7:40 PM**

**In Attendance:** Jefferson (presiding). Kurth, Meier, Cedar, Beier, Peterson, Bushbaum (ex-officio)

**Visitors:** Mary Pierce, Carl Drake

Jefferson called the meeting to order.

A motion was made by Jefferson and seconded to rescind the Interim Ministry Expectations Motion from March 15, 2016 meeting. Motion passed with Beier abstaining.

**Agenda Consent and Repair:** 2 items were added to the agenda : discussions regarding dates for the Covenant and Mission/Vision statement approval from the congregation and date for the AIM consultant to meet with the Board.

**Approval of March 15, 2016 Minutes:** Motion to approve amended minutes - all in favor with Beier abstaining.

**Approval of February 2016 Treasurer's Report:** Mary Pierce , who had just recently had taken over as co-Treasurer, reported that she, Carol Bronston and Anji are still working on understanding the type of information needed to close the books on 2015. The software that has been used is new to Mary and Anji. Once the 2015 books are closed, that year end report will be presented to the Board as well as finalized Feb./March and April financials. She will be introducing financial protocols that will be used henceforth.

**Minister's Report:** Bushbaum presented a written report noting highlights of actions taken in 2015/16 as well as actions that need to be completed. Some activities will be added as the report is further studied. Full report is attached.

**Committee/Ministry Team Reports:**

Search Committee: Mary Pierce reported that the committee has had a day long retreat. Linda Haney was elected Chair of the committee. They have contacted a Compensation expert and will probably meet with him via a conference call. They plan on presenting their progress to this point to the congregation on June 5, 2016. A short survey will be going out to members requesting their input as to the qualities needed in the settled minister. They will be advertising in the May CW as well as on their web page. Mary reminded the board that 2017 budget discussions must include the Search committee as the compensation package must be in the budget. The Search is also looking at monies needed for the travel portion of their work, both for committee members and prospective hires. More than likely these dollars will come from the Reserve Fund or as Carl Drake suggested perhaps a grant from a donor.

Stewardship Committee: Carl Drake announced the early formation of this years' committee and that they are looking for three new members. They plan on beginning the promotional part of the campaign earlier than last year, using the settled minister compensation package in the promotion.

Personnel Committee See Old Business

Property Committee Peterson presented the Property report

Worship & Music No report

**Old Business:**

Communication Policy Cedar reported on the UU Wausau Communications policy compiled in conjunction with Anji. They are editing and consolidating various ideas and will present a final version soon.

Personnel Committee: An interim personnel policy update/revision that reflects best practices and procedures was presented and the Board was asked to review it and make any proposed suggestions and/or changes to the Personnel committee members. The full report is available on the web site.

**New Business:**

- The Interim Ministry Appraisal is due by mid summer. This was last done in August of 2015 and the same template will be used. Jefferson is looking for volunteers to complete this task.
- September 25, 2016 is designated as the date for the congregational meeting to approve the Covenant, Mission and Vision statements. Beier will advertise this date in the CW and will as the By-law mandated notification to all members of a Congregational meeting.
- Jefferson moved and it was seconded that the Board desires to hire a consultant to help with the task of strengthening the interim ministry by leading a workshop to delineate shared ministry tasks for the 3<sup>rd</sup> year of the interim ministry. **Motion** passed unanimously. Jefferson wanted to set the date for the AIM (Accredited Interim Ministry) consultant to meet with the Board, however it was decided that until we decide on the consultant and their availability it is difficult to set a date. That will be decided later.

Board Retreat June 18<sup>th</sup> Kelly Fisher will lead the board in best practice strategies. Time and place will be announced.

Jefferson announced that the MidAmerica Region Assembly Business Meeting will be held in St Paul on April 30, 2016. Anyone who wished to attend should notify Rev. Bushbaum.

Tasks: Board CW column for May will be written by Tim explaining the future plans for the kitchen.

Meeting adjourned

Next Meeting Date: May 17, 2016 @ 6:30 PM

Submitted,  
Judy Beier  
Secretary