

MINUTES
FIRST UNIVERSALIST UNITARIAN CHURCH OF WAUSAU
BOARD OF TRUSTEES MEETING

May 17, 2016
6:30 pm

Present: Briquet-Miller, Cedar, Heiser, Hupy, Jefferson (presiding), Kurth, Maier (had to leave early), Peterson, Bushbaum (ex-officio)

Visitors/Staff: Spialek

Call to order: 6:39PM

Chalice Lighting, Reading, Reflections

- Randy did a reading on the Congregational Garden
- Laurie indicated that she is working with the group organizing the peace march and the leader who attended the March for Racial Justice has indicated she is inspired by these connections with our church.

Agenda Consent and Repair:

- Added Owl Training
- Motion to approve (Heiser/Hupy); MC (8)

Approval of the April, 19, 2016 minutes

- Motion to approve minutes (Maier/Kurth); MC(5); 3 Abstentions(Hupy, Heiser and Briquet-Miller)

Treasurer's Reports:

No report. However, Anji has met with Mary and Carol and there have been some factors impeding this process which is in the works. Staff has not indicated any irregularities but the Board stressed that a report is needed (paper in hand) by the June Meeting. Randy planned to follow up with Mary.

Minister's Report:

- Report by Rev. Laurie reviewed and discussed

Congregational Administrator's Report on Regional Assembly

- Written report submitted by Anji and she spoke of the things that resonated most with her as increased awareness of different forms of worship; the economic realities of supply and demand and that all churches are facing with increased budgetary cuts over the years.
- Anji plans to add a section in the newsletter for UUA and Mid America News.
- Discussed importance of bringing new families in (Laurie noted Julie is trained in parent education).
- Randy and Laurie are talking with Bart Hobson regarding a survey about services to help us be better poised for change. Along with that we need to discuss how to pursue a part time music person.

Committee/Ministry Team Reports:

- Property Report submitted by Tim. Tim noted that discussions will be needed regarding the rec room and what that will be used for. Might this be a place for table tennis? There will be a labyrinth on the floor. Must consider how this room fits with the entire building use needs. Laurie noted that as we complete our mission and vision this will help to structure this discussion.
- Randy submitted report from the Music/Ministry Team.

- Owl Training: 5 of our members are being trained. Slightly over budget but extra costs can come from the Lifespan budget and staff professional development. Cost of the text books are \$18 and CJ feels those being trained for our church should not incur this cost. Laurie said she will look into this.

Old Business:

Board Retreat – Saturday, June 18, 9:00-1:00

- Kelly Fischer will facilitate here at church. Topics will include board purpose, orientation, agenda development, measuring effectiveness annually and selecting board members. Should consider if this type of workshop should be ongoing.
- Will invite nominating committee to the workshop

Interim Ministry AIM Facilitated Workshop

- Marlene will facilitate Friday night and Saturday, August 12 and 13. Total cost is \$800-900. Will pay \$500 from Leadership and will need to find the balance.

Covenant & Mission/ Vision Statements

- Draft Writing Team needed. Laurie has some names and Randy will solicit.
- Congregational Approval Meeting Date Change . Will change from 9/25 to the second Sunday in October.

Policy Updates – Approval

- Personnel Manual. Randy walked the Board through the proposed revisions, which clarify supervisory relationship and harassment procedures; best practices for hiring or dismissal. These revisions put this in line with the minister's contract, Board policies and UUA policies regarding health insurance, leave and hours of work.
 - Motion to approve Personnel Manual by Peterson/ Hupy. (MC) 7 yes and 0 abstentions.
- Communications Policy. Changes drafted by Cedar and Spialek of Section 9.2 of the Communication Policies. Policy broadened and renamed to Electronic Communication/Social Media.
- Recommendations were sent to the Personnel Committee for inclusion of social media guidelines in the Personnel Manual.
- Lifespan Faith Development Child Interaction Procedures were updated and put on hold pending review and input from Julie Trombly.
 - Motion by Heiser/Kurth to approve changes to Communication Policy 9.2 and to refer recommendations to the Personnel Committee. MC with 7 yes and 0 abstentions.

New Business:

Summer Services Child Care.

- Cost is \$425. Although need for this is light and variable the decision was to keep it for this summer.
- Circuit Writer: Randy will write an article on summer activities and work of the Board. A recent generous gift to endowment will also be included in the newsletter.

Adjournment: 7:55PM