

FIRST UNIVERSALST UNITARIAN CHURCH OF WAUSAU

BOARD OF TRUSTEES MEETING MINUTES

SEPTEMBER 20, 2016

**In Attendance:** Jefferson (presiding), Kurth, Beier, Hupy, Cedar, Heiser, Briquette Miller, Maier, Peterson, Bushbaum (ex-officio).

**Visitors:** Haney (Search), Spialek (Administrator)

**Call to Order:** 6:30 pm by Jefferson

**Chalice Lighting and Reflection:** Jefferson read part of the Covenant of the Board substituting more positive language for the negative wording in which it was written. Members reflected on the positive experiences felt during the first two services of the new church year.

**Agenda Consent and Repair:** There were three additional agenda items added: the proposal for Governance Policies Revision submitted by KFischer Consulting, a change in office schedule and a proposal by Jefferson for and Executive Session at the close of the meeting.

**Approval of the August 16, 2016 minutes:** There were two corrections: correction of the spelling of Bushbaum's name and the clarification that the donation from the Forester Charitable Trust was designated for the General Purpose Fund. Minutes approved with Maier abstaining.

**Treasurer's Report:** The 2015 Year End report was reviewed and all appears to be in order. The report was approved unanimously. The 2016 monthly reports from January through August were submitted and have been thoroughly scrutinized. All issues regarding the differences over the confusion of reporting methods have been answered. Both Mary Pierce's statement of reports and Carol Bronston's analysis of said reports have been addressed. Treasurer's report was approved unanimously. Briquet Miller will meet with Bronston and an official from River Valley State bank regarding the renewal of the mortgage (due to occur in Dec. 2016) and the mortgage rate.

Discussion was held on the value of using the recently received donation from the Forester Trust to pay down the mortgage, Search expenses or for unexpected general purposes. Jefferson requested that Maier, Briquet Miller and he meet to address the pros and cons of these various options.

**Minister's Report:** Bushbaum submitted the Sept. report high-lighting certain points: Stewardship process: board members are reminded that it would be appreciated that their pledges for the Stewardship campaign be made prior to the official start of the campaign, she discussed the rationale behind the pledge process hoping to encourage many to increase their pledges this year which will meet the two challenge grants.

The proposal from KFischer Consulting was explained stating the need to revisit our Governance Policies. First to be addressed is the negative language in which they are written. Second is the need to address the policies themselves. It is question of what was written years past and is it still viable given the direction the church is going and its smaller size. Bushbaum recommended bringing in retired UU minister Wayne Arneson to help us with governance issues and engage us in stating shared goals. She suggested 2 services led by him and 2 workshops. Laurie will explore various possibilities and what his talents might bring to the table.

**Committee Reports:**

Search: Linda Haney. The 1<sup>st</sup> draft of the Ministerial Record packets are almost completed. They will be sent to Ian, then to Laurie and to the Board for review. Completion date is Nov. 30, 2016. Ian is coming on Dec 15 to discuss the interview process. All should be ready to go by early Jan. 2017.

Stewardship: no report see Minister report

Property: report submitted. Rec room will be ready by end of Oct.

Personnel: Barb May is working on the finalized report

Worship & Music: report submitted. Jim Harris and Richard Olson are scheduled to fill in the remaining two days in the calendar. Beier will insert Jim Harris and his work in Laos removing unexploded bombs as the CFC for the month of Nov.

### **Old Business:**

Covenant and Mission & Vision Statements are undergoing their final review after feedback from the congregation. They will be presented on the 9<sup>th</sup> of Oct.

Ministry Team Recruitment: Hupy and Beier spent Sept 11 and 18 asking members to sign up for the various ministerial teams. We are still soliciting volunteers.

Second reading of the budget:

- Anticipate an increase in pledges.
- Minister compensation package increased to bring total to \$94,793.80 which is the midpoint.
- \$6,000 was added to the Building maintenance budget (710)

Reminder that the budget must be approved at the Oct 18<sup>th</sup> meeting

### **New Business:**

It was decided to not contract with KFischer to review Board Policy and rewrite policy language. It was noted that although this review is an option for future consideration no action will be taken at this time.

Office hours for the Christmas holidays: Office closed from Dec 25 to Jan. 2. Change will be made to the answering machine and a sign on the door stating the new hours and an emergency contact number.

Policy creation for wedding officiants: Motion made and seconded. **“An Officiant performing a wedding at 1<sup>st</sup> UU of Wausau may be chosen by the couple, but must be an authorized officiating person in accordance with Wisconsin marriage contract statutes.”** All in favor, Maier opposed. This statement will be added to the building use contract to be signed at the time of rental of the building.

Adjourned 8:30

Respectfully Submitted

Judy Beier

Secretary