

FIRST UNIVERSALIST UNITARIAN CHURCH OF WAUSAU

BOARD OF TRUSTEES MEETING MINUTES

OCTOBER 18, 2016

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

**Visitors:** Haney (Search), Barb May (Personnel), Spialek (Congregational Administrator)

**Call to Order:** Jefferson called the meeting to Order at 6:30 pm

**Chalice Lighting, Reading, Reflections:** Jefferson read our new Vision and Mission statements commenting on the special importance these documents have for going forward in our community. Comments were added that Stewardship Sunday was so very successful with a full church, inspiring speakers from the pulpit and a wonderful meal afterward.

**Agenda Consent and Repair:** Personnel Committee report was moved up in the agenda.

**Approval of the September 20, 2016 minutes:** Motion made and seconded to approve. Passed unanimously.

**Personnel Committee Report:** Jefferson and Barb May met to discuss BOT Personnel Policies pertaining to the authority to hire, supervise, discipline and terminate staff. The existing written policies are somewhat vague as to who is in charge of what/or whom. After much discussion, May agreed to clarify the policy keeping in mind the Boards' wishes, present this proposal to the Minister, the Personnel committee and finally the Board for approval. May also explained minor changes that have been made in other areas of the Personnel Policy handbook which will also be presented to the Board in Nov for approval. May, Spialek and Cedar will meet and clarify that the new social media policies are applicable to all; staff, volunteers, committees. At their completion they will be published in the appropriate handbooks.

BACK TO REGULAR AGENDA ORDER

**Treasurers' Report:** The September reports from Bronston and Mary Pierce were presented. After some discussion, a motion was made seconded to approve the September reports. Passed unanimously.

Jefferson explained that he joined Pierce in the preparation of the report and feels that in time he will understand the Quick Book procedures.

**Minister's Report:** Bushbaum's report was submitted. Lifespan, Stewardship, Membership updates were high-lighted in the report.

**Committee/Ministry Team Reports:**

Nominating Committee : Heiser explained that of the three seats on the Board up for renewal, one, Jefferson is not renewing and two Heiser, Peterson have agreed to another 3 year term. He had contacted potential replacements for Jefferson's seat and will have a nomination for the Annual meeting.

Heiser also will contact the 2016 Nominating Committee members and request that they stay on the for the 2017 year. That slate will be presented at the Annual meeting.

Third, Jefferson contacted Tom Eberlein who was appointed in 2015 to fill an vacant seat on the Endowment Committee and whose position is up for a three year renewal. He has agreed to stay on and that nomination will be presented at the meeting.

Personnel Committee: May : See previous notes in the minutes.

Property Committee: Peterson stated that final bids will be gone over at the end of Oct and a more complete status report on the kitchen renovation will be given in Nov. He also explained to the Board that provisional estimates on the renovation of the Yawkey Hall bathrooms should be discussed. Those remodeling needs are vital to adequately present the Church as a venue for weddings and other gatherings.

Search Committee: No report. Haney who was an early visitor at the meeting had to leave to attend a Search committee meeting.

Stewardship Committee: No formal report. Note the highlights of the Kick-off Sunday in the Minister's report.

Worship and Music Ministry: No formal report. Randy commented that all was going well

### **Old Business:**

The 2017 Proposed budget was presented by Jefferson. Final explanations of some of the proposed changes to various accounts was discussed. Motion was made and seconded to accept the 2017 proposed budget. Motion passed unanimously. This will now go to the congregation at the annual meeting November 20<sup>th</sup>.

Heiser and Beier agreed to prepared and conduct the new board member orientation. This will take place in Dec. Beier and Spialek are working on the Board Resource Book for the new member.

### **New Business:**

Bushbaum had presented a proposal from Rev Wayne Arnason to conduct a Board workshop regarding governance entitled THE TRUST IN TRUSTEE. This workshop will be held on Sat. February 11, 2017. After discussion, motion was made, seconded to accept this proposal. Motion passed with one opposed.

Beier volunteered to write the Nov. CW article announcing all that will be done during the Annual meeting on Nov. 20. Jefferson is writing the Dec. article wrapping up his tenure as President of the Board.

Meeting adjourned 8:40

Next meeting November 15, 2016

Respectfully Submitted,

Judy Beier, Secretary