

FIRST UNIVERSALIST UNITARIAN CHURCH OF WAUSAU

BOARD OF TRUSTEES MEETING MINUTES

FEBRUARY 28, 2017

DRAFT FOR APPROVAL

In Attendance: Peterson (presiding), Maier, Cedar, Hupy, Briquelet Miller, Kurth, Wright, Beier, Bushbaum (ex officio)

Excused: Heiser

Visitors: Spialek (staff), Trombley (staff), Jefferson (treasurer), Ingrid Zavadoski (Search), Anita Stahl

Meeting was called to order at 6:32

Chalice Lighting, reading

Agenda Consent and Repair: Search Committee report moved to the top of the Committee reports

Approval of January 17, 2017 minutes: Motion made, seconded, all approved.

Treasurer's Report: Report submitted in writing. Jefferson entertained questions regarding the report. In explaining the breakdown of pledges over the past few years, he stressed the need to increase the dollar amount of the lowest quartile (or even two lowest quartiles) to offset the huge difference between them and the top quartile. This is information that needs to be shared with the Stewardship Committee for the upcoming pledge drive and also with the congregation as a whole so all can better understand the breakdown in giving in the 4 quartiles. There are recommended percentages for each quartile from the UUA and at this point we are below these percentages in all quartiles. There are two outstanding pledges that we are hoping will still come in and Peterson and Bushbaum will discuss how best to contact them. At this time the surplus from the 2016 budget has not been put into the Reserve Fund category in the Restricted Funds. Maier asked to have the Restricted Funds categories explained. Jefferson stated that he and Mary Pierce have discussed simplifying these multitude of categories and that this will be attempted in the future.

Minister's Report: Report submitted in writing. There were no questions regarding that report. Bushbaum explained the exploration of a new Family Education Program, developed by Trombley and presented by our church. This type of educational program is being run in other churches and is used as both an education and outreach program for the community at large. Further details will be presented at the March meeting. The program and additional staff time is funded by a present church member.

Staff/Committee /Ministry Team Reports:

Search: Zavadoski. It was reported that all is on schedule for the Search Committee. 2 of the 3 possible candidates have been interviewed up to this point with the last happening soon. March 30, 2017 is the "call" date at which time we will know if there is a match between our search team a possible called candidate. Some questions were raised as to our Board and Personnel Policies which Bushbaum stated were on the website and could be accessed. Maier asked if there was a final outcome to the question of hiring a new music director prior to the new settled minister. Zavadoski stated that some of the candidates expressed a wish to have some input into that decision.

Lifespan Faith Development: Trombley: The need for furniture to be replaced in some of the classrooms was presented. Trombley stated that although there was not a safety or function concern, some of the chairs and tables are beginning to show excessive wear and tear and the need to begin replacement should be addressed. While a motion was made to purchase 15 chairs, it was decided that this decision belongs in the Property Committee purview and as such will be addressed by that committee. Motion was withdrawn.

Property Committee: Report submitted in writing.

Stewardship Committee: no report

Worship/ Music Ministry Team: no report

Old Business:

Audit Report: submitted in writing

Articles of Incorporation Report: submitted in writing

New Business:

Workshop: The Feb. 11, 2017 Board workshop presented by Rev Wayne Arneson titled "The Trust in Trustee" was very well received. 7 of the 9 trustees were able to be present for the day as well as invited past presidents. The biggest take away was his question of "who owns the church?" Answer being: the Mission Statement. Peterson felt it would be prudent to put that quote in all of our Orders of Service to remind us of the importance of our mission.

2017 Goals: We are asked to submit at least one goal for the upcoming year that is important to us. Submissions can be done via e-mail prior to the March meeting so all trustees can share their vision of goals to be addressed, prioritized and implemented. These will then be discussed at the March meeting. We were also asked to revisit the 2016 goals and judge our progress.

At 8:07 the Board retired into closed session. Roll call taken Briquet Miller yes, Hupy yes, Cedar yes, Kurth yes, Maier yes, Wright yes, Peterson yes, and Beier yes. Staff and visitors were asked to leave.

At 8:25 all voted to come out of Closed Session

The following motion was made, seconded and approved with Heiser abstaining:

“Resolution to execute onetime bonus for First Universalist Unitarian Church of Wausau employees

Whereas the First Universalist Unitarian Church of Wausau Board of Trustees acknowledges the challenges to staff and duties during leadership transitions,

And

Whereas the First Universalist Unitarian Church of Wausau Board of Trustees acknowledges it will transition from interim ministry to settled ministry in the year of 2017,

And

Whereas the First Universalist Unitarian Church of Wausau Board of Trustees has reviewed finances and determined sufficient reserve funds are currently held,

It is

RESOLVED, that this First Universalist Unitarian Church of Wausau Board of Trustees hereby authorized a single payment equal to the gross equivalent of a standard week wage to Angie Spialek, Congregational Administrator and Julie Trombley, Director of Lifespan Faith Development as compensation of services rendered

Wright will write the April article for the Circuit Writer

Meeting adjourned 8:30

Respectfully submitted,

Judy Beier, Secretary

ALL SUBMITTED WRITTEN REPORTS ARE AVAILABLE FOR VIEWING