

FIRST UNIVERSALIST UNITARIAN CHURCH OF WAUSAU

BOARD OF TRUSTEES MEETING MINUTES

MARCH 20, 2018

Meeting called to order 6:30 pm

In Attendance: Beier, Busig, Hemp, Kurth, Maier, Monarski, Peterson (presiding), Wright, Jefferson (Treasurer), Mason (ex officio), Spialek (staff), Trombley (staff)

Excused: Briquet Miller

Visitors: Carol Bronston, Tom Eberlein, Endowment Committee

Chalice lighting, reading, reflections

Agenda Consent and Repair: Peterson added defibrillator discussion under Old Business

Approval of the February 20, 2018 minutes: **Motion** made and seconded to approve. All in favor. Hemp and Peterson abstaining.

Endowment Committee report: Tom Eberlein, chair of the committee compiled and handed out various endowment documents, history of the endowment, best practices, Endowment Declaration both original and revised, on the EC for the Trustees to study prior to the April 7, 2018 joint meeting of the EC and BOT. Carol Bronston addressed the overall questions that were raised during an earlier meeting (Feb 2018) between Mason, Peterson, Maier and the EC members. She went over the contents of the handouts presented. They describe the purpose, regulations, selection process, best practice guidelines from UUA, accountability, management of funds. She addressed the EC authority regarding the disbursements of monies, and the history of those disbursements dating from 1982. Peterson asked that Trustees read these documents and be prepared to join in the dialogue during April 7 meeting.

Treasurers Report: Report submitted in writing. Jefferson highlighted the Profit and Loss statement noting that it is early in the year to judge long range trends and make accurate projections. He also noted that we need to commence a conversation on the UUA recommendations regarding minister and staff compensation increases. This is part of a multi-year plan. Maier questioned who has the responsibility to start these discussions with Wright asking for a ballpark figure of the dollar amount of these recommendations. Mason thought the discussion should start with BOT, staff, finance members and he thought the dollar amount was around \$9,000 total for a year. Maier again stressed the need to not only increase membership but to increase the pledge amounts. This will be crucial if we wish to align with the UUA recommendations.

Minister's Report: Report submitted in writing. Mason pointed out the various outreach activities he has participated in helping to raise the profile of the UU church within the downtown community.

These include the proposal to form a formal downtown church consortium. This has been done in the past but with the changes of ministers in many of the local churches recently it is need of revitalization. He is also searching for ways that our congregants who wish to find opportunities to expand our outreach efforts, can find our church as a guide/starting point. Mason also stated that he has spent time researching and compiling endowment/reserve /Board policies from various UU churches. He will present this data to Trustees prior to the April 7 meeting to facilitate better discussions. Maier asked what work was being done in the Social Justice area. Mason repeated his work with the budding church consortium and meeting with various community stakeholders in regard to addressing concerns. He stressed that he works closely with our social justice people and their projects and is working to increase awareness and involvement in these issues.

Staff Reports: Reports submitted in writing

Congregational Administrator. Spialek asked for and received help in staffing the River Districts Open House project on May 19, 2018. She will help put together information regarding the atrium and architectural facts of the church. Visitors will be able to tour the building if they wish. Kurth and Beier agreed to spearhead activities of the day.

Religious Education: Trombley pointed out the increase in children attending classes as well as some of the good feedback she has received. She addressed Peterson's concern regarding space needs and although she will study this more carefully during the summer, she felt that as of now we are OK. She stated that she has been in contact with the Sunday school coordinator at First Presbyterian and has agreed to have our youth participate in an event planned for April to bring awareness to and raise money for world hunger. She is hoping for other collaborations in the future. She discussed that Open Arms is slowly growing, but was disappointed that the planning group had a low turnout. She would like to see more weekday/evening options to offer young families to encourage their further participation in the congregational activities. She believes that what attendees are looking for is a place just to talk about issues that affect their lives not necessarily be "talked" to. This evolution into small group ministries is something she will be looking into.

Committee Reports: Property. Peterson stated that the letter to the congregation from the Yawkey Hall renovation committee via Linda Ware will be going out in April. WIFI is being updated in the Church.

Old Business:

Review of 2018/19 goals saw that we are addressing many of the goals discussed in the January meeting. We are working on expanding our Social Action footprint (see Minister's report), we are undergoing a policy governance review (see NB) which leaves membership definition to be addressed.

The need for a defibrillator was discussed and a **Motion** was made and seconded to purchase one with funding to be determined. Passed unanimously. Mason stated that there might be a possibility that Greenheck Corp. perhaps will help with the purchase price. He will look into that and Peterson will purchase the defibrillator.

New Business:

Formation of Ad Hoc committee. **Motion** was made and seconded to form an Ad Hoc study committee to study to existing bylaws (adopted 2015), Board Policies (adopted 2011) and Ministerial contract (signed 2017) and address the conflicts between these documents regarding governance authority. Also requested to review language that might need to be clarified regarding BOT's and Endowment Declaration financial authority. Peterson named the individuals appointed to this committee:

Board: Jody Maier, Josh Wright

Endowment: Jerry Phelan, Dan Schaut

Congregational members: Kay Meyer, Russ Wilson, Marcia Fitzgerald, Randy Jefferson

Motion passed unanimously. Beier and Spialek will compile the initial information needed and hand it out to the members.

Date set for the EC/BOT joint meeting is April 7, at 8:30 am.

Ministry Team Reports: Beier questioned whether established teams should be reporting to the BOT regarding their activities and /or spending during a year. Mason explained that although the Team or Committee structure established by the Board Policies in 2011 have ceased functioning as designed, he is supervising all team activities and is hopeful of reestablishing the reporting structure as envisioned in the Board Policies. This does not include individually reporting to the Board.

Meeting adjourned 8:35

Respectfully submitted,

Judy Beier, Secretary

ALL SUBMITTED REPORTS ARE AVAILABLE AT THE CHURCH OR FROM THE SECRETARY