

FIRST UNITARIAN UNIVERSALIST CHURCH OF WAUSAU

BOARD OF TRUSTEE MEETING MINUTES

NOVEMBER 20, 2018

**In Attendance:** Beier, Busig, Hemp, Kurth, Monarski, Peterson (presiding), Wright, Mason (ex-officio), Jefferson, Treasurer

**Absent:** Briquet Miller

**Staff:** Spialek (Administrator), Trombley (RE)

**Visitors:** Jerry Phelan (Social Justice Committee)

**Chalice lighting, reading, reflection:** Kurth thanked all involved for the renewal of the church Thanksgiving dinner. She commented on the strong turnout.

Agenda Consent and Repair: Moved the report on Social Justice to the head of the agenda.

**Approval of the October 2018 minutes:** No discussion. **Motion** made and seconded to approve. All in favor.

**Social Justice Committee:** Jerry Phelan presented a resolution drafted by the committee to be presented at the annual meeting. The draft, which will undergo some slight revisions suggested by the Board, basically states that issues pursued by the committee are issues that define us a liberal community. However, the committee accepts responsibility to clarify that it is acting on its own behalf and if they should do so in the name of the UUChurch they would obtain permission from the congregation. The BOT thanked Phelan and the committee for its work and the document will be in the annual meeting packet.

**Treasurer's Report:** Report submitted in writing.

**Minister's Report:** Report submitted in writing. Mason directed us to the first paragraph of his report which stated that there is professional help from the MidAmerica region which can assist with questions and concerns regarding staff compensation packages. He also stressed his belief that the BOT should begin the process of defining and implementing a long term vision of its future and its role in that future. He stressed there are many needs which must be addressed not all of which are physical plant issues but also meeting the high expectations resulting from our growing community. He suggested that we start by reviewing the Board Policies document adapted in 2011 and perhaps having a board conversation as to our ideas of the vision.

**Staff Reports:**

Congregation Administrator: Report submitted in writing. Spialek highlighted the Stewardship drive which stands at about 80% of our goal. She also thanked the Social Justice for helping to increase the number of children we are striving to help with this year's Neighbor's Place toy drive.

Religious Education: Report submitted in writing. Trombley is especially excited about the increase in the numbers of children enrolled and participating in Christmas Pageant. She also gently reminded all of us the need to make visitors and newcomers feel welcome especially during coffee hour. She asked that we watch carefully to involve ourselves in the "welcoming brigade".

## **Committee Reports:**

Property: Report submitted in writing. Peterson thanked all participated the church "Clean up and out" day on Saturday. Almost the whole dumpster was filled from the basement debris and the large storeroom of Walker Hall was organized and de-cluttered. Beer and pizza was enjoyed by all.

Stewardship: See Administrator's report

Nominating: Busig stated that although the terms of Kurth(3years), Maier (3yrs) and Busig (1 yr) were expiring all three have agreed to remain on the Board for another 3 years. The committee also stated that the three Endowment members have agreed to remain and that the Nominating committee members, (Busig, Wright and Leigh) have agreed to another 1 year term.

## **Old Business:**

2<sup>nd</sup> reading of the 2019 budget: Prior to the reading and adoption of the 2019 budget the board unanimously voted to go into closed session (7: 35) to discuss staff compensation matters. Board voted to come out of closed session at 7:50

The 2019 budget was discussed and agreed upon with the exception of the increase in the Minister's salary. Discussed was the process by which that increase was arrived at and whether the Personnel Committee should have had input into that discussion and decision. Jody Maier agreed to join the Personnel committee, (Marsha Fitzgerald, Brian Stezenski- Williams) to replace Barb May who has moved. That committee will meet and address protocols for ministerial compensation.

A motion was made and seconded to accept the budget (sans the minister increase) and present it to the congregation at the Annual meeting.

Audit: See Treasurer's report

## **New Business:**

Personnel Committee: See minutes above. What was noted is that the protocols for certain Personnel matters must be established and understood by all to avoid misunderstandings and miscommunications.

Meeting adjourned 8:15

Next meeting Dec 18, 2018

Respectfully submitted,

Judy Beier, Secretary

**ALL SUBMITTED REPORTS ARE AVAILABLE AT THE OFFICE OR FROM THE SECRETARY**