

First Universalist Unitarian Church of Wausau  
Board of Trustees Meeting Minutes  
June 18, 2019  
6:30 pm

**Attending:** Briquetet -Miller(presiding), Wright (until 7:45), Hemp, Peterson, Stezenski-Williams (via speaker phone) (until 8:10), Mason (also via speaker phone)(ex-officio) (until 8:00), Monarski, Jefferson (Treasurer), Maier and Busig

**Absent:** Kurth

**Chalice lighting, reading, reflections:** The meeting was called to order at 6:33 pm by President Kevin Briquetet Miller. He read some words by Gina Whittaker and lit the chalice. There was reflection on the recent RE volunteer appreciation breakfast. Thanks to all on the Board who contributed to putting on a positive event. Thanks as well to all of our amazing teachers and all they contribute to our church.

**Approval of the May 21, 2019 Minutes:** Jody Maier moved to approve the minutes. After a second from Heather Busig, the minutes were approved. Josh Wright abstained.

**Treasurer's Report:** Randy Jefferson presented the report. Please also see the report in writing.

**Minister, Staff and Committee Reports:** Brian Mason submitted his report in writing. Anji Spialek submitted her Congregation Administrator report in writing. Julie Trombley submitted her Religious Education report in writing. Property, Personnel and Social Justice reports were committed in writing. All reports were accepted by consent agenda.

**Studying Governance Models:** Chapter 3 and 4 in "Governance and Ministry" by Dan Hotchkiss were discussed. An easy tendency of a board can be focusing on conflict or crisis management as opposed to the larger issue of governance. Triangulation can easily occur. It can take discipline to stay on track and focus on larger issues. Moving forward we want to focus on defining responsibilities and roles. We want to evaluate our current structure and study where power lies within that. We also want to reconcile our policies/procedures to what we are currently doing and what we want. A future goal may be to have a task force (encompassing the board, staff and the congregation). Before the next Board meeting, the Board is tasked to read Chapters 5 and 6. Brian Stezenski-Williams will again draft questions for our discussion.

**Capital Campaign Discussion:** We have continued discussion about the process moving forward. Questions include what the time frame will be for fundraising and when and how to present to the congregation. Brian Mason will continue to gather an updated list of estimated numbers. Then plans will need to be finalized and a schedule completed. Brian Mason will arrange for a meeting of the initial capital campaign committee for early August. Brian Stezenski – Williams made a motion that the Board would fully empower said committee. Sheryl Hemp seconds and the motion passes. Because questions still exist about how to meet immediate property needs financially, Kevin Briquetet – Miller will also arrange for a meeting of the Board and Endowment within the next week. A decision needs to be made about how much of these immediate monies would come from the reserve or the endowment.

**150<sup>th</sup> Anniversary:** An initial committee has met and has started the planning process. They will continue to meet and will firm up a budget. Please see their separate report.

**Calendar of Year Events:** Sheryl Hemp will follow up.

**Reserve Fund Policy:** Please see separate document from Jody Maier. The Board voted via email to approve the policy. Additional dialog occurred during the meeting and a motion was made by Brian Stezenski – Williams to amend the document to raise the percentage amount to 25%. This was seconded by Sheryl Hemp. Jody called the question and the motion passed. Jody will provide the Board with a corrected document. An eventual goal would be the raise this amount to 50%.

**Ministerial Review:** This review process with goals and an evaluation needs to be started. Heather Busig, Marsha Fitzgerald and Kevin Briquetelet -Miller are appointed to be on the review committee.

**Sexton Position:** Heather Busig made a motion to approve the Personnel Committee recommendations about this position. After a second from Karen Monarski, the motion passed.

Heather Busig will write the Board Circuit Writer article for July and Karen Monarski will write an article for August.

The meeting was adjourned at 8:20 pm

Respectfully submitted,

Sheryl Hemp  
Secretary