

**Agenda
First UU Wausau
Board of Trustees Meeting
February 20, 2023**

To Attend: Clark-Zavadoski, Greenwood, Hall, Jefferson, Leigh (Presiding), Mason (ex-officio), Scharpf, Stezenski-Williams,

Call to Order: 6:30 pm

Chalice Lighting, Reading, Reflections

Agenda Consent and Repair

Consent Agenda: January minutes, Treasurer's report, Minister's report, and Committee reports

Old Business:

1858 Forward Campaign Update (Stezenski-Williams)

New Business:

Discussion regarding Committees of the Congregation. (Leigh)

Board Development.

Board Duties and Covenant (Leigh)

Task: Determine a set of priority activities to undertake during the spring months. The following areas of activity are presented to the board for their consideration.

1. Strategic Planning. If the final item is not selected for immediate action, its topics could form the basis of a strategic plan to be implemented in the fall.
 - Motion: The President, in collaboration with the Vice President and the Minister, shall guide a strategic planning process, subject to Board approval, to be presented to the Board by April 16 and completed by May 21, 2024.
2. Property Committee
 - Motion: The Minister shall engage in a process with the current Property Committee and thereafter the Board to formulate procedures to govern the maintenance and improvement of Church property. Preliminary findings shall be presented to the Board by March 19, updates presented by April 16, and work completed by May 21, 2024.
3. Finances
 - Motion: The Minister shall review the financial services engaged with KerberRose and Staff capabilities to determine the Church's needs regarding auditing and the preparation of monthly and annual reports. Preliminary findings shall be presented to the Board by March 19, updates presented by April 16, and work completed by May 21, 2024.
4. Personnel Committee
 - Motion: Volunteers from the Board shall form a working group to review the policies and procedures of the Personnel Committee and, working with the Minister, determine with greater specificity the appropriate role/tasks of this Committee and its relationship to the Board. Preliminary findings shall be presented to the Board by March 19, updates presented by April 16, and work completed by May 21, 2024.

5. Conflict Management

- Motion: Volunteers from the Board shall form a working group to discern a process by which the Board should be informed and might assist in these areas of operation. Preliminary findings shall be presented to the Board by March 19, updates presented by April 16, and work completed by May 21, 2024.

6. Programming, Outreach, and Membership

- Motion: Volunteers from the Board shall form a working group to discern a process by which the Board should be informed and might assist in these areas of operation. Preliminary findings shall be presented to the Board by March 19, updates presented by April 16 and work completed by May 21, 2024.

Discussion of any additional work to be undertaken by the Board during the months of February through May.

Adjournment: 8:00 pm

----- End of Agenda -----

**UU Wausau
Board of Trustees
Minutes, January 16, 2024**

Present: Dawn Ashenbrenner, Kara Hall, Randy Jefferson, Jeff Leigh, Brian Mason, Jean Greenwood, Karen Scharpf, Brian Stezenski-Williams, Ingrid Zavadoski,

Not available: Agenda, Consent & Repair

I. Agenda/Repair

- Motion by Dawn, second by Randy to approve the agenda as presented
- Approved unanimously

II. Consent Agenda

- BOT 12.19.23 Minutes – minor typo change award to aware -
- Finance report, finished the year with a positive balance, \$18k
- Minister's report – no additional comments
- Motion by Dawn, second by Randy, approved – two abstentions'

Old Business

III. 1858 Forward Campaign

- Prepaid pledges are very close to budget
- Sixty pledges in 2024 vs. 107 in 2023
- If everybody who pledged last year, pledges again this year, we will hit budget for pledges
- Some issues with bucketing pledges to 2024, but these have been addressed
- We will need to continue focusing on communicating with the congregation about the need to make their pledges and continue meeting with people individually to discuss their overall support for the Church
- We are still in the middle of the campaign and need to re-group and determine next steps

New Business

IV. State the Church – Reverend Mason

- Overall, 2023 was a very healthy year for the Church:
 - Stabilizing & increased participation
 - Staffing continues to improve
 - Transition to the accounting firm positive,
 - New web site very helpful
 - Board positioned to prioritize for the year
 - Membership is growing which is a challenge for current staff levels to manage
 - In brief, we're beginning to ID good problems that need to be addressed

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V. State of the Board – General Discussion

- Jeff Leigh raised questions for the Board to consider:
 - Are we well-informed?
 - By-laws discussion – do they reflect how we operate?
 - What changes, if any, should we consider?
 - Dawn, who happy that we're looking at the policies because they need to be updated
 - Kara agreed, some language needs to be tweaked, much of the substance remains the same
 - Jeff noted that difference between written policies and the way they are implemented...so it's worth reviewing them and revising them to align with how we operate in the present
 - Consensus that it's time to review and revise the policies....
 - Jeff suggested that he, Dawn & Brian M meet to discuss what process would be the most effective to use and bring that to the Board for review

VI. UUA Certification

- Randy will work with Reverend Mason and the new Congregational Admin person to review and complete the process along with ???

VII. CW Articles

- January – BSW

VIII. Elections

- President – Dawn nominated Jeff, second from by Randy, approved unanimously
- Vice President – Randy nominated Kara, second by Dwan, approved unanimously
- Secretary – Dawn, nominated BSW, second by Jeff, approved unanimously

IX. Request for additional discussion items

- BSW requested that the BOT consider closing each meeting with recommendations for discussion items for the next month's agenda

X. Adjournment

- Motion by Dawn, second by Rand, approved unanimously (8:07 pm)

----- End of Minutes -----