

First Universalist Church of Minneapolis Board of Trustees Meeting

Thursday, December 17, 2009, 6:30 p.m.

Board Members present (absent): ~~Jill Andersen~~, Tim Balke, Dan Berg, Kathy Coskran, ~~Nancy Gaschott~~, Judy Goebel, Jane Johnson, Barry Johnson, Candace McClenahan, ~~Jim Santelli~~, ~~Doug Smalley~~, Kimon Swarts

Clergy present: Justin Schroeder, Kate Tucker **Others present :** Cindy Marsh, Ralph Wyman, Chuck Coskran, Jeff Sylvestre, Laura Cooper

Agenda Item	Presenter	Discussion	Action, if any
Opening Words/ Meeting Preparation		6:30 call to order. Confirm meeting objectives and agenda	
Approve Meeting Agenda			Approved
Consent Agenda		<ul style="list-style-type: none"> - Approve October minutes - Approve new members 	Approved
Senior Minister's Report	Justin Schroeder	<p>In addition to the Report from the Management Team published in the December Board Packet pg 5, Justin mentioned that there is a great pledge team in place for the upcoming Canvass. Expenses will go up in the 2010-11 budget. Among other things, Justin wants to give the staff a 3% cost of living raise. They received no raise in the current budget year.</p> <p>Justin will be out of office from December 26 through January 12. Kate will be out of the office from January 15 through January 31.</p> <p>There was discussion about the Senior Minister's Report: There was a request that the Financial data presented in the Director of Administration Report section of the Senior Minister's Report be better explained. It was also mentioned that the average attendance for the month of November was calculated incorrectly in the current report. It was recommended that calculations in the Board Packet be reviewed for accuracy before publication.</p>	N/A
Financial Monitoring Report	Dan Berg	The report of the Financial Monitoring Committee was published in the December Board Packet pg 11. Dan Berg spoke for the Financial Monitoring Committee because other members not present at the board meeting. The Financial Monitoring report format has been changed to provide more concise information to Trustees. Dan solicited Trustee comments on the new format. It was recommended that the committee add a monthly comment that summarizes their analysis of the church's financial situation.	N/A
Report from the Ad Hoc Committee on the Future Structure of the Unity Leadership Program (ULP)	Laura Cooper	<p>Expected Action: Refer to issue staff and Foundation Board for recommendation.</p> <p>Laura Cooper spoke to the Board referring to the report from the committee that was published in the December Board Packet pg13. Details of the make-up of the ad hoc committee, its meetings and findings are published in its report. The final recommendation of the committee was:</p> <p><i>that ULP become an affiliated non-profit, securing its own 501(c)(3) status, but remaining affiliated with First Universalist Church. Such an organization would have its own board, but have bylaws requiring that its board include a significant number of Church members. The ULP board would decide on its own if the organization would be faith based, values-based, or a hybrid. ULP could reasonably expect to have continued Foundation</i></p>	Motion Approved

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		<p align="center"><i>support, opportunities for fundraising from Church members, use of Church volunteers and Church facilities, and would have Church youth as participants. In order to direct staff time and resources to the transition to non-profit status, in 2010, the program will need to maintain or contract its size rather than proceed with planned expansions.</i></p> <p>Analysis of the alternatives considered and the pros and cons of each is detailed in the published committee report. The Board deliberated about whether making a decision on this matter was a mission related Board responsibility or an operational issue that should be dealt with by staff. Barry suggested that there was a consensus that the committee recommendation should be referred to the staff for any follow-up action but that, because the first alternative to the recommended option presented by the committee set a different group and mission to be served by Unity Leadership, he suggested it would be appropriate for the Board to reaffirm the current mission/group to be served by the program. Justin disagreed that this was the Board's role. Justin felt that at some point in the future the Board may wish to better articulate the church's social justice mission. He wants to collaborate with the Trustees and the Foundation Board. It was decided that the issue will be referred to Staff and to the Foundation Board for further action.</p> <p>Motion: That the board transfer this to staff for consideration and further action as they deem necessary. The Board of Trustees will continue to monitor the Faith in Action area as we monitor other operational areas as part of our monitoring role.</p>	
<p>Nominating Committee Report on Lay Leadership Development</p>	<p>Cindy Marsh</p>	<p>Expected action: Refer to staff for follow up Cindy spoke with regard to her letter published in the December Board Packet, pg 18. The Nominating Committee has given careful thought to the need for leadership development within the church. It feels that leadership development is important, but is beyond the scope of the Nominating Committee. The Nominating Committee urges the Board of Trustees and staff to research and develop a vision for leadership development. Cindy would like to continue to be involved in this area. No formal motion was made.</p>	
<p>Nominating Committee feedback session</p>		<p>There was an opportunity for the Trustees to recommend important traits and skills for the Nominating Committee to seek in future board members:</p> <ul style="list-style-type: none"> • Ability to see linkage between mission, vision and policies and operations of the church • Monitoring of financial and operational areas • Connection to the congregation, someone known • Diversity of length of membership, age, race. • Demands of being a Trustee are fairly high. That may limit the availability of people of some ages. <p>Desirable prerequisites for future Trustees were seen to be:</p> <ul style="list-style-type: none"> • Possibly some training & experiences in committees. • Availability to attend Board Meetings regularly • Ability to listen non-defensively • Ability to deal with ambiguity. <p>The Nominating Committee has been using a job description for the role of a Trustee. It will be sent to Board Members for their review and comments. The Nominating Committee has been</p>	<p>N/A</p>

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		doing its annual interviews of Trustees, and they would like to pool the results of those interviews and show the board the results. Finally, the Nominating Committee reminded the board that it is always seeking recommendations for possible new leaders.	
Meeting Summary		<ul style="list-style-type: none">• Staff will follow up on Unity Leadership Program relationship to First Universalist Church.• Staff will follow up on a strategy for leadership development.	
Adjourn		The meeting was adjourned at 8:30 PM.	

Respectfully Submitted,

Judy Goebel, Secretary

Important Dates:

Next meeting: January 21, 2010

Upcoming Events:

Treats for Next Meeting: Nancy Gaschott