

First Universalist Church of Minneapolis Board of Trustees Meeting

Thursday, October 15, 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 :** Patti Frazee, Martha Moulai

<u>Agenda Item</u>	<u>Presenter</u>	<u>Discussion</u>	<u>Action, if any</u>
Opening Words/ Meeting Preparation	Justin/Barry	6:30 call to order. Confirm meeting objectives and agenda	Approved
Consent agenda		-Approve September minutes -Approve GPH revision re: Core Values -Approve new members	September minutes and new members approved, GPH revision to be discussed later on the agenda
Senior Minister Report	Justin Schroeder	In addition to the Staff Report published in the October Board Packet, Justin discussed some of his learning from the recent "Dreaming Big" session he attended as part of his professional development. Dreaming Big is a ministerial development program for ministers not currently serving or recently called to serve UU congregations of 550 or more members. One of the topics that was presented at the meeting was Adaptive Leadership. A key element of Adaptive Leadership is asking the right questions. Justin will share what he has learned about Adaptive Leadership with the board in a written form. September was a "listening month" for the ministers. They had made several changes in the worship service format and sought feedback. In general, the church energy level is good. Justin realizes that we are in financially hard times, but still hopes for a successful canvass that will enable the church to fully implement the work currently planned.	
Financial Monitoring Committee Report	NancyGaschott/Patti Frazee/Jill Andersen	Jill has reviewed the 1 st quarter church financial reports, and they are in order. A new financial reporting format was used in the October board packet that highlights key indicators. Feedback was solicited from Trustees was requested, and a number of questions were clarified. Trustees are encouraged to mention any other financial indicators that should be part of the board packet. The church ended its 2008-09 fiscal year with a surplus of \$11,092. More detailed year end reporting will be presented to the Board in November.	
Approve Governing Policies Handbook revision regarding Core Values		There was discussion of the proposed Governing Policies Handbook changes published in the October board packet, specifically the negative voice used in the wording to be inserted in the Senior Minister Limitations Policies. All the Senior Minister Limitations policies are stated in the form of actions the senior minister should not take. With that clarification, the revisions were approved.	Approved
Criteria to be used	Barry Johnson	Desired Outcome: Formally approve criteria to be used to	Approved

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<p>to evaluate success in the 2009-10 church year</p>		<p>evaluate Board and Staff success during the 2009-10 year. The wording shown in the October minutes was reviewed and changes were made. The Success Indicators below were approved by a vote of the board.</p> <p>Board Success Indicators</p> <ul style="list-style-type: none"> • Two additional sessions of sermon based small group with board members as participants will be held. • Board members follow the Board Norms (Section II.D.3 of the GPH) • Board adopts a decision making policy and follows it. • Board follows our work plan, as appropriate given the possibility of unforeseen events taking priority. • Board and the ministers develop a good working relationship through following the How We Work Together policy (Section VI.C of the GPH). • Board conducts a successful annual congregational meeting. <p>Staff Success Indicators</p> <ul style="list-style-type: none"> • Justin Schroeder documents his interpretations of limitations policies and strategic objectives that the board has prioritized as most important. • Staff completes revised work plan for the year. • Measurable progress is made by staff on strategic outcomes. • Staff gathers data to create a metrics baseline of measurable church success indicators to be used for monitoring in future years. • Staff complies with all limitations policies. <p>Discussion of the semantics of these indicators and made some changes.</p>	
<p>Linkage Plan</p>		<p>Desired Outcome: Board will adopt the recommendation of the Linkage Committee as published in the Board Packet. The board discussed the recommendations, noting that there should probably be an addition of general forums for congregants who are not part of any church committees to talk with a board representative. It was noted that the church has stakeholders beyond the walls of the church, and the committee was asked to add some kind of external linkage to its plan. In general, the approach of having board members attend committee meetings to solicit feedback on the church's welcoming of newcomers and visitors and the suitability of the current church building is acceptable as long as it is not forced on those committees, materials are made available to committee members before the meeting and the time requested on the meeting agenda is 10 minutes. The Linkage Committee will meet again to discuss:</p> <ul style="list-style-type: none"> • An approach to identifying and exploring linkages with entities outside the church and whether these should be undertaken this year or next. • Formulating a list of groups and committees to be visited by board members and relative priorities. • Specific questions for board members to raise with groups they visit. • Doug Smalley will create a prototype for a board 	<p>Approved</p>

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		<p>blog.</p> <p>In addition, Trustees will also raise the questions to be formulated in groups where they are participants.</p> <p>A motion was passed to approve -the Linkage Report in process with the understanding that the committee will come back to the board with the additional information requested above.</p>	
Decision-Making Process		<p>Desired outcome: Board will discuss and adopt a decision making process. The report, published in the October board packet was discussed. It was felt that it should not be formally adopted and added to the Governing Policies Handbook, but that it should be used when the board needs to deal with large, contentious issues. The trustees find that use of Roberts Rules is often sufficient for routine decisions.</p>	<p>Board use this process where appropriate, but will not add it to the GPH.</p>
Global Ends Policy Refinement	Barry Johnson	<p>Desired Outcome: Adopt Global Ends Policy refinement. The board discussed the refinement to its Global Ends Policy proposed by Barry and published in the October board packet. Several changes to the wording were proposed, and the final version that follows was approved.</p> <p>A. Global Ends Policy)</p> <p><i>As a liberal religious and spiritual home, First Universalist Church attracts, educates, nurtures and inspires people who seek:</i></p> <ul style="list-style-type: none"> • <i>Comfort, meaning, and joy in our message of love and hope;</i> • <i>Transformation through spiritual exploration and growth; and</i> • <i>Engagement with the greater community as we work for peace and justice</i> <p>As it is used in the Governing Policies Handbook, the Global Ends Statement is the working mission of the church. There was discussion of the existing Mission Statement of the church and whether it might be appropriate to substitute this newly approved Global Ends Policy wording. It was not clear whether a formal vote of the congregation would be needed to make this change, but the Trustees feel that communication with the congregation about this proposed change and listening to feedback were very important. Barry Johnson will write a President's Message column for -The Liberal on this topic. The revised wording of the Global Ends Policy was adopted</p>	Adopted
December Board Sermon Based Small Group Sessions	Barry Johnson	<p>Following evaluation of the Doodle poll where Trustees indicated their availability to attend one of two sessions in December, mixing the groups so there was a different set of Trustees than at the September session, and maintaining gender balance within the groups, Barry has assigned the following sessions:</p> <p>Group 1 - Thursday, December 10: Barry Johnson, Kimon Swartz, Jill Andersen, Jane Johnson, Dan Berg, Nancy Gaschott</p> <p>Group 2 – Sunday, December 13: Jim Santelli, Doug Smalley, Tim Balke, Nancy Coskran, Judy Goebel, Candace McClenahan</p>	
Meeting Evaluation		<p>The Trustees felt that the meeting had stayed largely on schedule, that discussion had been appropriate and robust and that the Board is assuming its new role under policy governance well.</p>	

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Closing	Justin Schroeder		
Adjourn			8:45

Respectfully Submitted

Judy Goebel, Secretary

Next meeting: Thursday, November 19 6:30 PM
Treats for Next Meeting : Tim Balke