**Community Church of Chapel Hill Unitarian Universalist**

**Board Meeting Minutes**

**December 9, 2014**

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| **Attending:** | Mary Hulett | Pete Bird | Thom Belote |
|  | Ginger Long | Mike Vann | Becky Waibel |
|  | Cathy Cole |  | Elsbeth van Tongeren |
|  | Dave Klibanow |  | Andrew Hennessy-Strahs |
| **Guests:** | (new board members) Dan Hill, Kathy Hodges, Bill Poteat, Bill Rote;  (subbing for Richard Edwards) Sally Freeman | | |

1. **Welcome & Announcements**

Ginger opened the meeting with a song.

Welcome to new board members attending as guests—Dan, Kathy, Bill, and Bill.

The Board Holiday Party is set for December 14th at Mary Hulett’s home.

1. **Approval**

November Minutes were reviewed with corrections.

Elsbeth made a motion to approve the November minutes as presented.

Dave seconded the motion.

All in favor with none opposed.

1. **Old Business**
   1. Minister’s Report: Thom noted that all indications are that everything is going well at the church as documented in the report. Highlights and discussion points: The anti-racism workshop our staff team recently went to was outstanding. There were 22 people attending last month’s newcomers group. Jaqueline has made a strong impact on this. Newcomer trends: retired couples; couples/single parents who want religious home for kids; graduate students.
   2. Open Communications: Becky reported on efforts to make the board more accessible—this year the board hosted a Sunday table (weekly) where a board member shares info and is accessible to congregation, including a book where individuals could write comments. Discussion: Could have board subgroups or other congregational committees share/represent the table. Good to have a forum for input from the congregation. Could have designated board member move around, rather than sit at a table waiting. Remind people that comments can be positive (suggestions, not just complaints). Board members should not be required to host the table more than once a month. Get input from communications committee. May want to post the “book” online. May want to discuss further at the board retreat, exploring ways to improve back-and-forth communication. Healthy communication should include face-to-face conversations also. An informal vote was taken and a majority of members are willing to continue the Sunday table.
   3. Space Assessment Team: Mary reported there are 3 new members that need to be approved: Cecilia Warshaw, Steve Warshaw, and Brad Kosiba. Additionally, a subcommittee of the communications team will participate. Mary moved that we approve Cecilia Warshaw, Steve Warshaw, and Brad Kosiba as members of the team. Pete seconded. Discussion: How were they selected? Criteria: Representative of SEA, good with communications. Board members either recruited some or one individual asked to be on the team. Discussion point that it should be open to the congregation, rather than selected by board, to encourage broader participation.

Motion passed with 1 opposed (due to selection process not individuals).

* 1. Finance Committee policies re maintenance -- postponed
  2. Maintenance Expenditures Report – Mary thanked Ginger for taking on the task of finding a better bid for taking down the sycamore tree. Also, back parking lot paved and manse roof replaced.

1. **New Business**
   1. Nominating Committee – No formal report. Lower congregational participation in most recent exercise. Our policy is for board to select nominating committee. Thom reported that in some congregations it is an independent congregational committee. May want nominating committee to operate year-round with an organized timeline.
   2. Stewardship Committee – recommendation that it be year round and have some continuity/carryover of terms. Stewardship is now a function of the board, with membership of the board. Small committee this year – theme is “Stronger Together.” Visual will be linking hands. Much of it will be done online to be greener. UUA has materials to facilitate talking about money.
   3. Staff Appreciation – Thom asked if there was a history of doing this. Mary noted it is not formally done. It comes from Board funding. Becky moved that board give a plant as a gift; Cathy seconded it. Passed unanimously.
   4. Rabbi Friedman Recognition – Mary LeMay noted he is retiring from his Durham congregation and recently received an award for his contributions. He has spoken at our congregation repeatedly; though current board members do not recall his attendance. Mary will follow up with Mary LeMay.
   5. Board Self Evaluation – Each board member commented on what was accomplished, done well, and other aspects of the work.

**Mary:** Surprised to see that I was working on leadership development (with Pete). Do need to work on this. Not sure that board is best place to do this. General discussion: Harvest the Power is a leadership development program. Various individuals/committees recognize the need—youth program, stewardship, strategic plan committee. Thom will have some ideas for Board retreat.

**Dave:** Cathy, Lawrence, and I were the governance committee. It went well. Less work than last year, more tweaking. Incoming Vice Chair (will be Bill Poteat) heads it. Made progress on recognizing when board policy v. minister task.

**Becky:** Strategy management team’s work was streamlined this year, building on last year’s major efforts. Positive actions, such as annual survey; most accomplished earlier in the year.

**Cathy:** UUA alignment. We won’t get people to attend GA if it costs as much as a vacation and board won’t pay for it. It is a 5-day commitment. Thom noted he is there for 7 days and it costs the church $2500. It will be in Portland, OR, this year. There is an ability to watch it online. A New Orleans congregation watches some sections as a group. Another issue is to know what the voting topics will be. ECO Committee gave instructions on divestment votes. There are study items. Inequality is a study theme this year. We used to have a UUA/GA committee in the congregation.

**Ginger:** HR committee was new this year. Good meeting with Thom, working on fair compensation. No difficult hirings or firings. Finance committee is relatively new—strong committee with input from non-board members also. Lawrence is a valuable member. Strong pledges this year, even in the midst of transition. Great congregational momentum.

**Elsbeth:** Terrific year. Liked that it wasn’t just the Executive committee deciding and full board agreeing. Appreciate Mike’s comments. Bylaws may need to be rewritten to match the current process where executive committee is not meeting a week in advance and setting the agenda.

**Dave:** Over the three-year period I served, as the board has gotten smaller (from 12 to 9), we have been good/flexible with dealing with all the change. Suggest being proactive on next capital campaign.

**Andrew:** Concur that reducing Executive Committee’s actions has been positive. Concur with issue that board selecting committee members v. encouraging more congregational input should be addressed.

**Mary:** Identifying the board’s core values either needs to be done or removed from the policy guidelines.

**Cathy:** Impressed how people speak out on issues. It is healthy that there are no permanent alliances within the board.

**Board:** Comments on working with Thom: Privilege to be working with Thom who provides input on how other ministers/congregations operate. Transition has been positive—lots of energy.

**Thom:** I look forward to Board meetings. Real work is being done in a pleasurable process. No mini-meetings, pre- or post-meetings which indicates healthy transparency. Strong linkage with the Strategic Plan and congregation—rolling 3-year plan. Keep getting input from congregation, including new members.

**Major Themes:** Developing leadership (not only led by Thom); selecting committee members and broadening the reach throughout the congregation; communication with the congregation.

**Minor Themes:** core values; which year in the 3-year plan are we in?

1. **Closing**
   1. Action Items –
      1. Consider core values.
      2. Talk about getting members for stewardship at Board retreat
      3. Finance committee discussing maintenance at board retreat
      4. Discuss Communications model at board retreat
      5. Communication table sign up – Ginger will do
   2. Process Observations – Meeting went well—good to see new members. Good discussion. Shorter than usual, but with time for extensive discussion.
   3. Recognition of outgoing board members – Dave, Elsbeth, Becky, and Andrew.
   4. Closing Words – Ginger closed the meeting with a closing song from SOUCI.