**Board Minutes, August 20, 2013**

Attending: Gary Kowalski, Andrew Strahs-Hennessy, Becky Waibel, Dave Klibanow, Elsbeth van Tongeren, Ginger Long, Kari Andrade, Mary Hulett, Peter Bird, Sally Freeman

**Welcome**

Becky lit the chalice at 7:00.

Opening: Elsbeth is board member of the month and did a reading from the hymnal on the blessed work of the church.

**Board Sharing & Announcements**

1. July Birthdays: Kari; August Birthdays: Ginger.

2. Beyond Categorical Thinking workshop on Sep 29; Ministerial search committee is sponsoring it – open to all in the congregation

**Consent Agenda**

Receipt:

Executive Committee Minutes Church council Minutes for June

Approval:

Board Minutes from June

Acceptance of June minutes and receipt of items were approved unanimously in a motion by Elsbeth and second by Dave.

Minutes will be posted on this webpage:

<http://www.c3huu.org/our-board-of-trustees.html>

**Old Business**

**1. Strategic Plan Update**

Kari presented an update. Name of the group will be changed to “Strategy Management Team” (SMT).

Proposed charter to be approved by the board:

Members:

* The minister plus at least one additional staff member plus four others to be appointed by the board for one year terms.
* Past President + one other board member.
* Two members from the congregation as recommended by the team to the board or self-nominated to the board.
* The team reports to the board and is a committee of the board.

Purpose:

* Management of the strategic plan implementation.

Tasks:

* Recommend annual Strategic Plan to the board for affirmation by the congregation.
* Annual Vision of Ministry recommendation to the board.
* Recruiting / nominating key volunteer positions needed for the Strategic Plan implementation to the board.
* Management of annual report and annual congregational survey.
* On-going monitoring of implementation of the Strategic Plan.

Kari moved and Ginger seconded to approve the charter as described. It was approved unanimously.

Staffing: Sarah Verbiest is currently on the team. Brian Pence is proposed to be added as the second member from the congregation. Pete Bird and Kari Andrade are the current board members. Gary Kowalski will be on the team as the minister. Marion Hirsch has been the staff member. Recommendation is to put Carolyn Buckner in her place as Carolyn is the membership/communications person.

Mary moved and Becky seconded the approval of having Kari, Pete, Brian, and Sarah as the Strategy Management Team. It was approved unanimously.

Space assessment: Preschool’s board chairman wanted to talk about space and the preschool’s desire to combine sites to a single one, with the Community Church being the site of choice. Gary Giles and Mary met with him. Gary will be contacting our previous architect who had drawn up plans for the classrooms (not done due to funding priorities).

**New Business**

**1. Interim Minister**

The majority of the board meeting involved a discussion between Gary and the board on Gary’s work in the next year as the interim minister.

Gary identified key areas he will help the congregation with in order to have a successful search for a settled minister:

1. Dealing with previous ministers and the history of the church, including Maj Britt’s ministry.

2. Identity of the congregation apart from ministers.

3. Connecting with the UUA wider community.

4. Transitions with lay leadership when minister leaves.

5. Stewardship.

General discussion points:

Strategic Plan

* Help with Strategic Plan was something identified in the search process when Gary was selected.
* Gary noted he wants input on the “ambitious” Strategic Plan.
* The Sanctuary for Dialogue was taken off the plan for a few years.
* Current focus is on Communication/Trying to be more welcoming/Building fellowship.
* Space assessment is another focus.

UUA Community

* UUA connections are important.
* We had weak attendance at general Assembly (GA) this year.
* Southeast Unitarian Universalist Summer Institute (SUUSI) attendance was up, but most people don’t know about it.

North Carolina Social Justice

* Gary pointed out that North Carolina came to the forefront of the nation in the time since he was appointed.
* Social justice is important to this congregation.
* Concentrated effort on opposing Amendment 1 last year
* A lot of people in the congregation were arrested at Moral Mondays.
* Maybe the Moral Mondays could be part of the sanctuary for dialogue movement. Not all congregants support the Moral Monday activities.
* The Faith in Action committee is trying to bring more information to the forefront, such as hosting a movie about the American Legislative Exchange Council (ALEC). It could lead to proposed work to combat the Citizens United ruling.
* We can support issues, but not candidates.

Great Sermons

* We want Gary to continue doing great sermons! We don’t want to lose members or potential members in the transition year

Maj-Britt’s Departure

* Issue of dealing with Maj-Britt’s departure via a September sermon on grief and follow up topics addressed in Covenant Groups.

Issue of Governance

* Some people like strong chief of staff, others don’t.
* Governance model can be independent from minister.
* Chief does not necessarily have to be the minister, should not be the Board. Staff can do some.
* Strategic plan has a goal and funding built into it to add an associate minister a few years down the road.

Change/Growth/Welcoming

* If you want to attract people, you need to be willing to change.
* UUs are not strong at hospitality.
* Challenge the church to be open to new thinking of different people.
* Very few UU churches are multi-ethnic.
* Spanish language sermon. Some Chapel Hill churches offer a service/mass in Spanish.

**2. Policy Issues**Mary and Dave reviewed the policy and procedures. The “Governance Committee,” which we don’t have, is supposed to do this. They provided an overview to the board of their review.

Policy Issues:

1. Need a policy on policies

2. Move definitions from back of document into the text

3. Eliminate conflicts with by-laws

a. Replacement of officers

b. Removal of trustees

4. Role of the Board Member at large has no definition (officer of the church, power to affect legal authority, voting authority at Executive Committee)

5. Core Values are defined but what are ours? Usually it is done before you get to the mission.

6. Health and Safety and Universal Access

7. Board covenant with the congregation

8. Approval of Ministries/relation to church council

Church council was taken out of the by-laws. It functions differently under different ministers. Key role is communicating between staff and ministries.

Three areas that the committee wants to bring up:

What should be the standing committees of the board? We now have finance, strategy, and nominating.

1. Hotchkiss talks about having a governance committee. Developing leadership is one role.

2. Human resources committee. Hotchkiss has it. It does not take over day-to-day human resources. It helps board fulfill its duties. Staff grievance policy. As an example, if staff can’t resolve a problem, it goes to the board. Instead it should go to a governance committee. Minister committee/evaluation.

3. Budget process.

General discussion point: Do we need to always follow Hotchkiss? No. We need to be proactive.

**3. New Settled Minister’s Negotiation Team**

Peter Bird moved and Mary seconded that these three members, Bob Weston, Dave Klibanow, and Polly Johnson, be appointed to the new settled minister’s negotiating committee. It was approved unanimously.

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**Action items:**

1. Becky will send questions to Bo Boghani, from the SE District, in advance of his meeting with the Negotiation Team and then with the board to address questions we have about compensation for our settled minister.

**Process Observations:**

1. Approved strategic plan committee leadership.

2. Tabled policy change until next time.

3. Approved negotiation team.

4. Impressed with the change to unstructured time.

**Closing**

Elsbeth closed with a reading on A Place of Meeting.

Adjourned at 9:00 p.m.

Respectively submitted by

Sally Freeman