**Board Minutes, March 12, 2013**

Attending: Kari Andrade, Maj-Britt Johnson, Elsbeth van Tongeren, Mary Hulett, Becky Waibel, Andrew Hennessy-Strahs, Eleanor Armstrong, Dave Klibanow, Peter Bird, Laurence Kirsch, Sally Freeman

Guests: (RE) Marion Hirsch; (Interim Minister Search Committee) Frankie Price-Stern, Brian Pence

**Welcome**

Becky lit the chalice at 7:15.

Opening: Kari is board member of the month and did readings from WB Yeats in honor of St. Patrick’s Day.

**Board Sharing & Announcements**

1. Scott’s birthday

2. Budget Town Hall 3/18 6-7 pm (budget will be emailed to the congregation in advance)

3. Stewardship tabling sign-up

4. District meeting April 27 in Charlotte

5. Congregational meeting sign-up (need to also arrange parking)

**Consent Agenda**

Receipt:

Executive Committee Minutes

Budget, final draft

Church Council Minutes for Feb

Minister’s report

Volunteer MedPartners annual report

Endowment Committee Minutes

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

To be posted here:

[**http://c3h.wikispaces.com/file/view/Board%20Minutes%20Jan2013.pdf/400775708/Board%20Minutes%20Feb2013.pdf**](http://c3h.wikispaces.com/file/view/Board%20Minutes%20Jan2013.pdf/400775708/Board%20Minutes%20Feb2013.pdf)

**Board Learning—Marion Hirsch’s Sabbatical**

Marion briefed the board on her sabbatical last year:

* Jan-Apr 2012
* started master’s-level religious education credential
* major reading of texts
* in January went to Berkeley seminary and took a UU history class
* both intellectually stimulating and spiritually uplifting
* attended a “Children, Youth and a New Kind of Christianity” conference in DC; the best conference she has ever attended; run by progressive evangelicals
* has been discouraged by our UU support materials
* used sabbatical to discover if anyone else is doing something better about retaining youth

Specific goals:

* enrich multigenerational experiences so there are more family activities
* two family dinners a month—one for families with younger kids and one for those with older kids
* covenant group for adults when their kids are here for youth group
* improving worship for kids

Marion appreciates church’s support.

To complete the credential, Marion needs to complete two more classes, write a paper, and then go to Boston to defend it.

Marion was thinking she would need a month and a half to complete the paper, probably Summer 2014. Classes are about $1500 per class—could be fit in over the next year.

**Old Business**

**1. Strategic Plan Update**

Kari presented the strategic plan.

* Will try to coordinate measurement into committee report.
* Need a communication committee.
* Wants Board to think about goals in strategic plan.
* More impactful with a limited number of goals. Slightly more than 20 now.
* Sanctuary for Dialogue is not on the plan because initial document is focused on 3-year goals. Sanctuary for Dialogue is delayed until the new settled minister is selected.

Goal is to get the strategic plan to a 1-page document by next April board meeting to present to the Congregation. Mary noted it will be helpful for the Interim Minister committee to include it in its materials.

**New Business**

**1. Transition Team report**

Maj-Britt reported that she formed a temporary “Transitions Team” to help support the congregation and herself in the goodbye process. The team is: Kathy Prakken, Lisa Lackmann and Linda Cherney. It will work with Maj-Britt on the un-business/non-factual side of this transition.

Restrict**ed funds for Caring Ministry**

* Becky reported that the quilters had extra money for the caring ministry. A temporarily restricted fund is created. Andrea will need to know to which fund it goes.
* Philosophical goal is who decides where the money goes--the people who raised the money or the people who need the money.
* There is a Board policy that Board needs to approve restricted funds.
* A few years back, the same issue; 80% of money raised by a group would stay with the group and 20% goes to the general fund.
* Board should get input from Marion, Glenn, and staff.
* Maybe create a Generosity Fund that could meet budget deficits and fund small items.
* Re-occurring issue.

Mary moved Kari seconded that we create a restricted fund for the caring ministry. Passed unanimously.

**3. Congregational Meeting**

Discussion of Congregational Meeting schedule:

* People sign in.
* Becky introduces.
* People get ballots and an additional ballot for their proxy vote.
* Candidates will be called Sunday to let them know the results. Then full final list will be sent to the Congregation Monday.

**4. Interim Minister Criteria Discussion**

Frankie Price Stern and Brian Pence of the Interim Minister Search Committee joined by the Board members on that committee, Mary and Dave, briefed the Board on the search process, the committee’s work, and the outcomes needed from the Board in the current meeting. It is the Board representing the congregation that selects the interim minister.

**Overview of process:**

The Task Force will post our church’s application for an Interim Minister on a special UUA website by Apr. 11, 2013.  This application consists of a lot of information about our church and information about what we are looking for in an Interim Minister.  We are asked to answer four key questions:

     1.  What are the strengths of this congregation?

     2.  What areas of focus are needed for the interim ministry: (what needs attention, where is there conflict, what are the challenges)?

     3.  Desired strengths of an Interim Minister.

     4.  Current areas of momentum that should not lose steam during the interim time.

After the application is posted, the Transitions Office of the UUA compares the congregations seeking an Interim Minister and the Interim Ministers seeking congregations, and on April 22 provides the task force with the names of 5 candidates that the Transitions Office think will be a good fit.  The candidates and congregations exchange additional information, conduct telephone or Skype interviews, check references, review recorded sermons, and 10 days later make an offer to their first choice.  If the board does not hire a minister after the first round, this process is repeated. The Board approves the contract with the Interim Minister and by the end of May we should know who our Minister will be for the next year.

**Board Discussion:**

The Board discussed their input to the four key questions. The committee representatives also shared answers provided by various members and groups within the congregation, including the youth.

Early process goes out to well-trained interim ministers. (Those people may not want a one-year assignment.) Second process includes ministers who may be between assignments. It was noted that there are more openings than available interim ministers.

Salary needs to be approved by the Board. Committee suggests a range of $77,800 to $85,600, based on our size and locale, identifying us a fair-compensation congregation. Our location puts us in an average 3 level (on a scale to 1-5).

Elsbeth moved and Peter seconded that the Board approve the committee’s proposed range of $77,800 to $85,600 for the interim minister. Approved unanimously.

The interim committee will present the final application materials to the Executive Board. The materials will be submitted online before the next Board meeting.

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**Process observation:**

1. Everything went smoothly.

**Action items:**

1. Maj-Britt will get input from staff on setting up a generosity fund.

2. Becky will forward the board packet to all since some who could not access the documents. Becky will email the budget to the Congregation along with the announcement of the Town Hall meeting.

3. Becky will send slides to Board for Town Hall budget meeting.

4. Board will attend March 24 congregational meeting; board has signed up for specific roles and will assist with parking.

**Closing**

Kari read the closing words from YB Yeats.

Adjourned 9:07 p.m.

Respectively submitted by

Sally Freeman