

Nov 2016 - Board Meeting (22 Nov 2016)

Note: All Board Docs located in [this UUCP Board Docs Google Drive](#).

Meeting Roles - Please add your name next to the area you'd like to volunteer for:

Item	Volunteer Name	Item	Volunteer Name
Social	Sarah	Reading/Chalice	Susan
Check in	Vince	Process	Jim
Timekeeper	Karin	Tech	
Huddle Master		Horizons Author	Nov 7 (DONE - Thanks!) - Prayer and Practice: Caitlin (LAST TIME!)

Our Vision	Our Mission
To be a spiritual community for our time <ul style="list-style-type: none"> · Theologically diverse · Radically inclusive · Justice centered 	Welcoming all in building religious community, called to share journeys, grow in spirit, advance justice.

Attending

Present	BOT Name	Present	BOT Name
x	Jim Allen (Treasurer)	x	Ceyshe' Napa (At-Large)
ABS	Rajeev Arora (At-Large)	x	Karin Quinn (At-Large)
x	Sarah Carlson (Secretary)	x	Katie Quinn (Youth Co-rep)
x	Caitlin Gaspar (At-Large)	x	Max Schweiger (Youth Co-rep)
x	Susan Frederick-Gray (Lead Minister)	x	Vince Waldron (Vice-President)
x	Glen Lockwood (President)		

Agenda

Expected Start time	Minutes Allocated	Topic Name and Details
6:00 PM	30	Social - Sarah
6:30	5	Check-in - Vince
6:35 PM	5	Reading & Chalice - Susan - Follow with Chimes & Silence

6:40	5	Review Agenda - Glen
6:45	10	Guest Comments - Welcome guests (COA) and invite their comments now. Guests may stay and observe the remainder of meeting. <i>Several COA guests</i>
6:55	5	<p>Consent Agenda Topics</p> <ul style="list-style-type: none"> ● Accept Lead Minister Report ● Accept Oct Financial Statement ● Approve BoT Minutes (Congregational Mtg minutes - Jun'16, May 2016, September 2016, and October 2016) ● NOTE: Substance of GWG Report is included in discussion items, below <ul style="list-style-type: none"> ○ Minister salary recommendation ○ Transition team discussion highlights outlined as part of discussion topic, below. ● PULLED GA application only for Discussion: Policy update(s) RE: GA(DA/RA) delegate applications (email from Caitlin, 11/21/2016) <ul style="list-style-type: none"> ○ Board Covenant & expectations <p>Discussion about including ON-site as well as OFF-site applications</p> <p>Approved Consent agenda and then approved adjustment</p>
7:00	30	<p>Discussion:</p> <ul style="list-style-type: none"> ● Transition team <ul style="list-style-type: none"> ○ Size (3-5) ○ <i>Very</i> rough boundaries (NOT a search committee; prepares congregation for transition/re-covenanting) ○ Will review survey from prior (Susan's) search for congregational discussion prompts ○ Review lessons learned - have conversation with San Diego transition team ○ How will this transition be informed by: <ul style="list-style-type: none"> ■ Vision ■ Recent election season ■ ... What will it mean to be a spiritual community for our time? ○ Characteristics of team members: <ul style="list-style-type: none"> ■ 1 or 2 from Board ... Vince & ? ■ Facilitation skills (or we could bring them in) ■ History with Congregation (experience with Vision Task Force?) ○ [be mindful of diversity ...] ○ [timing: ○ [expectations: conversation with congregation about ...;

		<ul style="list-style-type: none"> ○ [be in conversation with other congregations that are in the same boat] ○ [who: ○ [groundwork for search committee ... what do bylaws say about search committee?] ○ [COMMUNICATION - helping the congregation prepare for a transition ○ [we don't know what the outcome of Susan's candidacy will be as a Board and a Congregation... and it's important to let the congregation know that we're thinking about it ○ [what does re-covenanting mean? Discernment; promise that we will make about fulfilling our call as a community ○ [two functions: Sooner/later(search)] ○ [Re-covenanting and search are different - different expectations ○ [Vision and transition are wrapped-up together... Vision needs to be part of the conversation; need to address pragmatic issues and well as ...] ○ Need work plan item (GWG) to plan out transition timeline
7:30 PM	5	<p>Discussion:</p> <ul style="list-style-type: none"> ● Move Jan. Congregation Meeting (currently 1/29 between services) - Prep for Stewardship/Capital, Transition Task Force <ul style="list-style-type: none"> ○ 1/22/2017 (Council Meeting that Sat.) ○ 2/5/2017
7:35	15	<p>Discussion:</p> <ul style="list-style-type: none"> ● Discussion of whether to begin a conversation about sanctuary <ul style="list-style-type: none"> ○ Note: It is important that we EACH read the email that Susan sent on 11/17 - so we can have a brief, but substantive conversation. <p>[What is Sanctuary? [Are we ready to engage in congregation-wide conversation? [How do we decide priorities for things like "sanctuary?" - Metrics, ends, vision [Strategically, the "hardest ask" might be having the congregation commit to housing someone in sanctuary ... a more general conversation would be a part of the conversation, but one approach would be to tee-up the most difficult aspect of [? important to frame "this" in the light of sanctuary being more than "wearing a safety pin" - confronting the fear ... the fear of the sanctuary seeker; we could leverage the privilege of this congregation</p>
7:50 PM	20	<p>Discussion:</p>

		<ul style="list-style-type: none"> ● Minister's Salary recommendation - Requires decision/vote <ul style="list-style-type: none"> ○ Recommend minimum 2.5% increase to increase to suggested mid-point (5% if Stewardship campaign allows it) ● Stewardship calls ● Board Terms - need to get back to minimal / predictable turnover <ul style="list-style-type: none"> ○ From Nov. GWG <ul style="list-style-type: none"> ■ Continuing (Terms expire June 2018) <ul style="list-style-type: none"> ● Jim Allen (Treasurer), Ceyshe' Napa ■ Not continuing (Terms expire June 2017): <ul style="list-style-type: none"> ● Glen Lockwood, Sarah Carlson & Caitlin Gaspar ■ TBD: Karin Quinn - term expires June 2017 ■ Standing for (Re)election (Terms expire June 2018) <ul style="list-style-type: none"> ● Vince Waldron (President), Rejeev Aurora ■ Youth - Current Plan is for Katie Quinn to continue (YRUU selects, Max Schweiger graduates) ○ So it looks like 3-4 recruits will be needed with 4-5 continuing (2-3 standing for election, 2 continuing with terms expiring in 2018). ● Capital Campaign update <ul style="list-style-type: none"> ○ Meeting on 12/10 (Sat.), 1-4PM with architect ○ Target budget is delayed as final report from feasibility study was delayed (illness) <p>[Target will be \$1.5M: \$1M for actual projects (not inclusive of Staff, Fundraising, debt service...)]</p>
8:10 PM	10	<p>Suggest Next Month's GWG (Thu., 12/8)/Board Agenda items (Tue., 20 Dec.)</p> <ul style="list-style-type: none"> ● GWG: <ul style="list-style-type: none"> ○ Need work plan item (GWG) to plan out transition timeline ○ Rollover item - Youth Role on Board (Glen and Karin held brief meeting - Glen to share summary with team) ○ Delegate process for "DA"? ○ GA app - link, location, scholarship deadline ... ○ Time Lord Space Cadet fill-in for Jan/Feb ● BOT Consent: <ul style="list-style-type: none"> ○ LM Report ○ Financial Report ○ November BOT minutes ○ GWG summary ● BOT Discussion (action/owner?): <ul style="list-style-type: none"> ○ Capital campaign budget ○ Congregational meeting agenda ○ Larger themes

8:20 PM	5	Review Owners/Due Dates/Actions (Captured here during the meeting) <ul style="list-style-type: none"> ● Action: November Meeting Minutes <ul style="list-style-type: none"> ○ Owner: Sarah ○ Due Date: 12/8 ● Action: Complete Stewie Thank you calls <ul style="list-style-type: none"> ○ Owner: Glen, Jim and Cheshe' ○ Due Date: 12/7 ● Susan to connect Owen-Toole's to Vince - Susan (12/8)
8:25	5	<i>Next Meeting Roles - see table below</i>
8:30	5	Process Check / Checkout - [Not on time [Good discussions though some were too short - felt unfinished. Want to make sure we move forward [Not clear about outcome of discussion topics
8:35	10	Huddle (Assign Huddle-master) -

Next Meeting Roles - Please add your name next to the area you'd like to volunteer for

Item	Volunteer Name	Item	Volunteer Name
Social	Vince	Reading/Chalice	Sarah
Check in	Karin	Process	Jim
Timekeeper	Ceyshe'	Tech	Rajeev
Huddle Master	Karin (4:30PM, 11/23)	Horizons Author	Jan: Authenticity - Dec. 12 Karin