

January 2018 - FINAL Board Meeting (23 January)

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	Karin	Reading/Chalice	Ceyshe'
Check in	Sarah	Process	Rajeev
Timekeeper	Mary	Tech	Rajeev
Huddle Master (new version)	Jim	Horizons Author	Vince (due February)

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	Vince Waldron (President)
X	Rajeev Arora (At-Large)	X	Ceyshe' Napa (Secretary)
X	Mary Dawes (At-Large) (Secretary)	X	Karin Quinn (Vice President)
X	Katie Quinn (Youth)		Tony Banegas (At-Large)
X	Margret O'Neill (Lead Minister)	X	Sarah Moore (At-Large)
	TBD (Youth)		

Agenda

Expected Start time	Minutes Allocated	Topic Name and Details
6.00PM	30	Social

6.20PM	5	Check-in
6.25PM	5	Reading & Chalice - Follow with Chimes & Silence
6.30PM	5	Review Agenda
6.35PM	5	Guest Comments - Welcome guests and invite their comments now. Guests may stay and observe the remainder of meeting.
6.40PM	5	<p>Consent Agenda Topics</p> <ul style="list-style-type: none"> ● Accept Lead Minister Report(s) (from Rev. Margret) <ul style="list-style-type: none"> ○ Includes update on assistant minister position ● Accept GWG summary (optional this month-from Karin) ● Accept BOT Meeting Minutes-November (from Ceyshe') ● Accept Financial report –From Heidi ● Approve motion reading, for tax purposes: “For the 2018 tax year, the housing allowance for Rev. Margret A. O’Neill will be no more than \$21,600.” <p>Motion to accept and approve consent agenda items: Karin motioned, Sarah seconded, motion approved</p>
6:45	5	<p>Reserved time: For pulled consent items and BOT logistics</p> <p>Calendar check: Jan 28 Cong. meeting: Feb 3 search training</p>
6:50	10	<p>Action: Consider Projection system for sanctuary (Dale F./Jim)</p> <p>Background: Our projection capability was outdated in the 1900s (maybe even the 1800s!). Rev. Margret is hoping to move us into the 2000s. Dale is working with contractors on design and cost. Approx Costs= \$16,359.91</p> <ul style="list-style-type: none"> ● E.A.R. will perform the equipment installation ● Equipment purchased through Arizona Sound Pro <ul style="list-style-type: none"> ○ Projector (high-contrast); lens (discounted); screen (retractable); black boxes to convert cables ○ If equipment is in-stock, 1week-10 days; Installers are very busy, have an 3rd week February is the earliest availability; 50% equipment deposit, 20% installation deposit required ● Building and installation logistics: <ul style="list-style-type: none"> ○ Smoke detector and misc wires will need to be moved ○ Projector will be mounted to the balcony (not practical to attach to the ceiling) ● Funding can be included in the capital campaign budget or request the foundation, possible equipment budget or operating budget <ul style="list-style-type: none"> ○ Funding will come from the maintenance and operating

		<p style="text-align: center;">budget</p> <p>Motion: To approve the purchase and installation of projection system, funded from the maintenance and operation budget in the amount of \$16,359.91. Rajeev motioned, Mary seconded; motion approved.</p> <p>Expected outcome: Possible vote to authorize expenditures from capital funds or elsewhere.</p>
7:00	5	<p>Action: Minister's salary recommendation revisited -- (Jim)</p> <p>Background: Our goal has been to approach UUA-recommended midpoint for congregations of our size (Jim)</p> <ul style="list-style-type: none"> ● Recommendation to stay where we are; once we know the pledge amount we can make adjustments <ul style="list-style-type: none"> ○ Make two budgets where the salary stays the same and where salaries are increased based on the campaign results ● In terms of principles the values we express as a board are to be at the midpoint since we are a midsized congregation and want to pay what is fair <p>[No motion required]</p> <p>Expected outcome: Vote on any change in earlier recommendation; (could be contingent on income and minister's budget assessment)</p>
7:05PM	25	<p>Discussion/Action: Review implementation plan (Rev. Margret)</p> <p>Background: For the next year or two, the implementation plan will be a work in progress. We will quickly dispatch the current plan and then discuss Margret's current thinking about the coming year.</p> <ul style="list-style-type: none"> ● Congregational survey will be replaced based on the development of new questions/measurements ● There will be a Measurement Task Force where past surveys will be reassessed; review this year's survey, then build new measurements and create new ends ● The report is impressive in regards to how many of the goals were met and a testament to the work staff has been doing <ul style="list-style-type: none"> ○ Attendance has been steady ○ Retention is down ○ Pledging average is up, median is the same ○ Participation is down in some areas, but up in others ● New ends: <ul style="list-style-type: none"> ○ YRUU - Katie and Karin will meet with Rev. Margret outside of BoT to discuss direction of YRUU and how YRUU figures in the ends

		<ul style="list-style-type: none"> ○ Learning to be in other spaces (re: First UCC) <ul style="list-style-type: none"> ■ Possibly live stream our services, recruit, and create a new environment to deliver what UUCP offers ○ GWG: Continue discussion on “progressive/leftist politics” in regards to Justice Centered ends <p>[Motion not required]</p> <p>Expected outcome: Explore/discuss/give feedback</p>
7:30	25	<p>Discussion/Action: 6 mo. transition assessment report (Vince/Margret)</p> <p>Background: We are completing a multi-step assessment of the interim time. See reports by Vince (on behalf of congregation) and Margret. Several interrelated areas of change have emerged: (1) Rebalance minister/staff/volunteer responsibilities (2) strengthen leadership development pipeline (3) review/strengthen committee structure such as stewardship, finance, & grounds</p> <ul style="list-style-type: none"> ● UUCP needs a structure in place that focuses building congregational support to areas like financial oversight, stewardship, etc. in partnership with the minister with high trust and high openness ● Building these foundational supports into UUCP creates a stronger environment for a new minister to enter <p>[Motion not required]</p> <p>Expected outcomes: (1) possible vote to approve report (or specify next steps). (2) Begin to identify processes/entities (e.g., program council? summer leadership/staff retreat?) for making changes noted above. Note: seeking “deep and broad” support for changes</p>
7:55	5	<p>Discussion/Action: Review congregation meeting</p> <p>Document: see PowerPoint with meeting agenda</p> <p>Background: The Board plans and executes at least two congregation meetings each year; We will do a quick review of our roles and goals for the meeting.</p> <ul style="list-style-type: none"> ● Karin, Sarah, and Tony are headcounters ● Microphone runners are needed <p>Expected outcome: Plans for meeting finalized</p>
8:00	15	<p>Discussion: Search committee nominee process</p>

		<p>Document: See documents provided by Rev. Margret</p> <p>Background: We will learn about the steps for seeking nominees for search committee and the roles we play</p> <ul style="list-style-type: none"> ● Calls to households: <ul style="list-style-type: none"> ○ Questions to ask are: Who would you trust to represent this congregation to meet these criteria and be a member of this congregation committee? ● Collect names and turn in to the data collector ● BoT will work with this list to determine who the 12 nominees ● Selecting the Search Committee is the most important work for the next two years ● Rev. Margret will meet with the Nominating Committee and Transition Team to discuss how the Household Calls will go (orientation) <p>[No motion required]</p>
8:15	5	<p>Quickie Status Updates (if time allows)</p> <ul style="list-style-type: none"> ● Construction update (see Rev. Margret’s email and minister report) <ul style="list-style-type: none"> ○ The orange metal work will be alabaster for aesthetics ○ January 18th: \$809,742.57 collected of the \$1.540 million pledged
8:20	5	<p>Suggest Next Month’s GWG/Board Agenda items (Karin)</p> <ul style="list-style-type: none"> ● GWG: <ul style="list-style-type: none"> ○ From Work Plan: Review minister evaluation process review process ○ Check in on the search process ○ Discuss foundational elements - How are we doing? ● BoT Discussion (action/owner): <ul style="list-style-type: none"> ○ Budget First Draft - Rev. Margret ○ Loan and Construction Update - Jim
8:25	5	<p>Review Owners / Due Dates / Actions (Captured during the meeting)</p> <ul style="list-style-type: none"> ● Budget First Draft - Rev. Margret - Feb BoT
8:30	5	<p>Process Check / Checkout / Volunteer for roles</p>
8:35	10	<p>Huddle: Trying out new process this month!</p>

Next Meeting Roles - Please add your name next to the area you'd like to volunteer for 02/27

Item	Volunteer Name	Item	Volunteer Name
Social	Karin	Reading/Chalice	Sarah
Check in	Vince	Process	Tony
Timekeeper	Mary	Tech	Rajeev
Huddle Master	N/A	Horizons Author	Vince