

**Marquette Unitarian Universalist Congregation**  
**Board of Trustees Meeting**  
**Sunday, March 19, 2017**

**Opening Words:** Skipped

**Call to Order:** 12:25pm

**Board Members Present:** Dea, Anne and Dharmini

Excused Absence: Kathryn Klos

**Other attendance:** Tom Sullivan, Corassa Harper, Gg Gordon, Heidi Gould, Barb Michael,  
Mike White, Jamie Kuehnl

Abbreviated meeting due to board members' health (kidney stones) and other commitments.

**Public comment** – gg wants to be a delegate to GA, recommend Jamie for GA scholarship usually \$750 allotment. Weird that we have visitor parking far away from building. Should take it down.

**Tom Sullivan:** Mural? Will be bumped to April 9 meeting, affects our ability to have projected images during meetings (Programming). Important to Emily Belcher budget is affected by money from Music Committee.

**Mike White** – Finance Committee report. Gary Stark agreed to be treasurer with a drastically limited amount of work for a lay-treasurer. Pledge drive on track to meet at least last year's goals.

Abbreviated agenda:

I. Reversal of employee resignation:

- The informal process of finding a replacement was started but the job had not been posted with Michigan works
- Heidi knows the job very well, and has a very clear understanding of dynamics and
- The timing of Heidi's ...
- Tom and Jamie had good things to say about her performance
- Dea said the issue is not her performance, but it's the stability of the position.
- Anne said she would not try to anticipate an employee's commitment, and that she would go with the path of least resistance which would be simply accepting the rescission of her resignation in the spirit it was offered, put a note in her employee file and move on.
- Barb said that supervisor situations work much better when the employee is worked with as opposed to letting an uncomfortable situation...
- Dharmini says day-to-day work has been fine, but there are some interpersonal situations, burnout or other issues still remaining that may affect how Heidi's employment works going forward. We need to hear some more from Heidi. Anne agrees.
- Dea summarized: accept rescission, work with Heidi to address reasons behind resignation, come up with ways to address Heidi's needs for vacation or other ways to deal with burnout.
- We asked Heidi to come back, and Dea asked Heidi "what were the straws that broke the camel's back." Heidi resisted airing her issues at this board meeting. She will consider how she wants to deal with the issues that the board can address.

II. Special collection for Joan donation to UPAWS

Designated as a Tribute Gift. Dea will submit online.

III. Music Committee request of funds being given to Sunday Service Committee.

- Barb has money left in the Music budget and is willing to transfer \$400 to Sunday Services to help cover guest ministers for the remainder of the fiscal year. Any additional funds will come from Community Support budget as that committee has been dissolved. Transfer was accepted and we thanked Barb.

Jamie is attending an extra session before regional assembly, and got her credentials. Barb also received her credentials as Delegate to RA.

IV. The Board accepted Gary as Treasurer.

Adjourned at 1:07 p.m.

Items passed on until next **scheduled** meeting April 9, 2017.

To be covered then:

- Katherine DuVernois' mural
- \$62,849.23 Joan Steindler IRA
- Budget proposal for Annual Meeting
- Welcome Packages for Visitors
- Gg Gordon wants to be considered as a GA delegate
- Gg suggested that we offer Jamie Kuehnl \$750 scholarship for GA.