**Marquette Unitarian Universalist Congregation**

**Board of Trustees**

**Minutes for April 10, 2015**

Call to Order: 12:49 pm.

BoT Attendance: Dharmini Robertson, Vice President; Anne Stark, Secretary; Chris Wagner, Trustee; Mike Erdmann, Trustee.

Absent: Dea Kowalczyk, gg gordon

Other Attendance: Heidi Gould, Administrative Assistant.

Opening words: Extemporaneous words from Dharmini

Open Forum:

1. Dharmini rallied us to commit to do announcemnts on the following Sundays:
   1. 5/1 Chris
   2. 5/8 Dharmini (budget/board meeting)
   3. 5/15 Dea
   4. 5/22 Anne
   5. 5/29 Dea
2. Heidi brought up a potential conflict between a visitor and a member over the Israeli-Palistinian conflict. It would be good to reach out to this person for an upcoming forum with Mohey Mowafy about fundamentalism. Barb said she had a conversation with this guest about the history of the situation. Dharmini will give her a call.

I Approval of Minutes

A. March minutes Chris moved, Mike seconded, approved unanimously.

II Approval of Agenda - moved, Seconded, approved unanimously

III. Treasurer Report - gg was absent.

IV. Religious Education Coordinator Report: - Have had a person step forward. She will submit her materials to Dharmini who will share with Sarah. Dharmini will probably take her to lunch and talk about pedagogy.

V. Committee Communication as Needed:

A. Religious Exploration – see above

B. Community Support & Outreach

C. Sunday Service

D. Social Action

E. Music Committee submitted budget. Lots of positive feedback about Kerri and Dylan, the budget includes funds to have them with us regularly.

F. Stewardship

G. Building & Grounds – had a work bee Saturday, March . There’s an issue with

the new flag poles, didn’t get put up, may need to put up by the driveway since

the old sign is rotted. The used old flag is still valuable to some members. Mike

led the Board Forum.

H. Communication Team We’re going back into the Saturday Church page, big thank you to Bill Joswiak for subsidizing this expense. Dharmini and John Robertson are sponsoring a radio spot to be run on

I .Adult Enrichment

J. Green Team

K. Finance – gg is out, Dharmini will see if she can get an update on pledge drive by e-mail.

VI. Old Business

1. Decision Tree – Heidi needs more input on what questions are included in the decision tree, Dharmini will help.
2. Dharmini and Dea have been in discussion about the agenda for the upcoming congregational meeting. Will send us the agenda via e-mail
3. Bylaws - Article VI draft had not been approved.
4. Board Forum Dates,
   1. May 1, Dharmini will cover Mike said there is some plans for painting the doors, looking for feedback on exterior trim color, accent on brown doors. Dharmini would also like to bring up a change in Article VI in the bylaws regarding vacancies.

VII. New Business

1. Dharmini’s conversation with Ian Evison. Regional congregational consultant had a history of talking to board members and presidents from our congregation in the past about burnout and morale issues within a core group of members. Talked about interim ministers (her dad had been an interim minister for years), with the concern of the multiple issues about emotions and burnout, a minister may not even take a position here. There’s a whole process developmentally to call a minister. As a group we’re getting told that we want to call a minister. Asked if there was an interim minister who takes us through the process of preparation for a full-time minister. Evison said yes, there is an interim minister process that takes two years. Dharmini said we’ve got buy-in for maybe less than two years. A seasoned minister has been looking at putting together packages for less than two years. We might be eligible for grants to help pay for an interim minister. If we can match the grant makes it more likely for us to get awarded the grant.

Evison will be looking for what our mission is outside of looking for a minister. Our mission needs to come first, the interim minister is coming in to help with congregation’s ability to meet mission.

Six month package might work for us in our position to do some developmental help. Chris asked what time of the year would work. Dharmini said starting in August might work, putting them here during the holidays, beginning of the RE program, attendance stabilizes.

Dharmini is good at taking other people’s plans and making a curriculum of our own design with a really experienced advisor who would help us.

Would we have buy in? Mike said sure – this person will come in only for 6 months and not be able to take over, the interim person will be here to get things get started

Dharmini said as a board we need to be ready to asked to take leadership roles in ways we may not be anticipating.

Chris said we can’t make that kind of decision without making the plan along with the membership. We’ll see how committed the membership is during the planning process. We need to figure out how this person can make us a more effective lay-led congregation. The planning and goal-setting should be led by congregation.

Dharmini will announce what we’re thinking at the Congregational meeting and ask those who are interested to stay and schedule a work meeting.

The grant cycle may impact when we start, along with when candidates are available, we may not get someone during our optimum window. Grants must also be awarded 6 months in advance of the programming they fund.

The goals document will be really short and concise so that the interim minister has room to teach us difficult lessons.

Dharmini will call Ian again and ask some more questions before bringing to the general congregation.

Conversations about this issue with the general congregation need to be accessible, probably face to face with minutes posted. Making things available to the congregation and keep board members apprised of conversations.

Sunday service updates, short meetings immediately after Sunday services to get input on goals for interim minister. The hope is that the process will get lots of buy-in and involvement with the congregation.

Next Meeting: Sunday, May 8, 2016.

Budget formulation meeting with gg Incorporated with May 8 budget meeting. The annual meeting is scheduled for May 22.

Adjournment at: 2:19 p.m.