

Marquette Unitarian Universalist Congregation

Board of Trustees Meeting Minutes

November 13, 2016

Call to order: 12:54 pm

Reading the Covenant of Right Relations (as amended)

Bot Member Attendance: Dharmini Robertson (Vice President) , Anne Stark (secretary) , Dea Kowalczyk (President), Katherine Klos (Trustee)

Other Attendance: Susy Swanson, gg gordon (Treasurer), Heidi Gould (Administrative Assistant), Barb Michael, (Music Coordinator)

Opening words: Dea spoke from her heart – it is more important than ever to come together to work in our community and our congregation.

Open Forum: Barb Michael

Approval of Minutes – approved unanimously

Approval of Agenda – Added sending something for Martin Steindler in honor of Joan.

Treasurer Report – The total amount of expenditures \$19,588, including paying for the sign and moving funds from operating budget to vision fund. This is 33% of expected annual receipts, matching exactly with October being 33% of the fiscal year. We have SPENT 39% of annual budget to date, for a total of \$30,238.23. We refinanced the mortgage, taking \$21,000 from the building fund to pay down the balance on the mortgage. The current balance is \$72,858, the current mortgage is 1% lower interest than the previous mortgage. We are paying additional funds into principal every month and paying twice a month to more rapidly pay down the principle

Administrative Assistant Report – Agenda is pretty full, working on having closure on issues brought up at meetings and other conversations, for example the discussion of bylaws. There is now a binder of Board business and documents that will be available in the Library

Religious Education Coordinator Report – Jamie is doing a great job. Kathryn says we've selected the right person, the kids are having a great time and Kathryn said Jamie worked out a great accommodation with kids from Messiah Lutheran. Dea said Jamie seems to be a great fit for the congregation. She's flexible with dealing with shifting groups of kids and curriculum changes. Jamie is headed to Standing Rock, ND. Barb suggested we do some sort of support for Jamie's trip. gg suggested that December is coming up and this would be a good time to demonstrate our appreciation.

Board Liaison Reports As Needed/Assignments

Building and Grounds

Communications – Anne will work with Heidi to do some digital advertising on Facebook and Google.

Faith in Action

Finance and Stewardship – Nothing

Music – Barb said Gary he'd sing at the interfaith Thanksgiving service. January 11 is the anniversary of Citizen's United and the inauguration, we might get some Blues from Walt Lindala.

RE – Clarity of current positions/roles

Sunday Service – Kathy said we're fine. Will talk to Tom about scheduling Chris Rothbauer more often. We've lost a LOT of people who regularly came for forums, attendance varies a LOT. Maybe have a coffee hour rather than a formal presentation. Dharmini and Jon talked about hosting salons in the evening. gg said that the election and the increase in attendance today may be an opportunity to grow as we connect with the community.

Business

- RATI Update – We're ready to go. There's a little confusion about help from other congregations. gg said our slots are very full. Possible volunteers should be referred to Signup Genius.
- Thanksgiving Potluck Update – People are signing up and turkey bucks are collected.
- Chalica Update – We got one more host on Tuesday, Kathy Klos is hosting Friday. We only have one date open. Heidi will send out reminders and directions.
- Holding Hearts Report – Dharmini had 4 people come after service plus others coming at other times. She's holding again on Nov. 27. Dea had 0 people come to her in an official capacity. People aren't taking advantage formally, but others have come up and gotten support from Dea. It may be a difference in approach and personality between Dharmini and Dea.
- Pastoral Care – Ties into Holding Hearts. People have been asking Dea come to their homes from United By Light and UU. Dea has the ability to handle the hard things like profound grief. Emmy Lou Belcher suggested that she provide more formalized training. Intuition has worked so far, but if she's in this capacity in a more formalized fashion, she'd like more training, for legal, pastoral issues, and pastoring the pastor. The general consensus was she should move forward.
- New Year – New to UU Info – Dharmini proposes to get a curriculum draft by Dec. 11 with Heidi
- Mediation Council – our understanding is that we've contracted with Marquette Alger Mediations
- Review/Revises Bylaws – Work in progress Heidi and Barb are working on them, to be approved at the January Congregational Meeting.
- Schedule Rev. Belcher – Tom Sullivan was worried that her honorarium would exceed the Sunday Service Committee budget. gg said that wouldn't be a problem. This is a board prerogative. We decided not to pursue additional consultants from UUA or MidAmerica Region

since we've got Emmy Lou coming four times and that Chris Rothbaur is interested in coming more often.

- January Congregation Meeting – Congregational covenant of right relations, dissolution of mediation council, changes in bylaws will all have to be addressed. The date is January 29, 2017. This is also our second hosting for Room at the Inn, but that shouldn't be an issue, as the congregational meeting is in the sanctuary.
- Review of BoT Goals – Participation of BoT has been pretty good. Engage and follow up we've nailed the project-based approach. Business cards and You're invited cards seem to just be gathering dust. Marketing goals, - let's make 8.4x11 posters and some rack cards as well as digital ads to capitalize on the reaction to the national election. Aesthetics – Mike Erdmann hasn't been around and may not be coming back. The worker Bee parties have stopped without his leadership. We got the cracks filled, but didn't resurface the parking lot. We may have a donor, but it's complicated. Dea will check back in the spring. We didn't do signage for memorial tree garden. We discussed painting the sanctuary and maybe redoing the steps/stage in the front. Signage change was very successful. Most people have had nothing but good comments now that the sign has been installed. Dea suggested that the sanctuary be the next big goal for Aesthetics. Carpeting may be a big issue.
- Status of Data Extrapolation of "Conversations over Coffee" – Some people firmly believe that the low attendance is because we're so far out of town. Others think the opposite, that people will find us if they really want to. From the 10th anniversary service, the feeling was that we're committed to this place and we should just dig in. Updates like flooring might be in our future. Once Dea gets the final third of surveys, she'll summarize and report at the January congregational meeting or a service. It's already been useful to find out what the community is interested in. We're seeing that Sunday services and charity events are where the energy is flowing and where we should put our energy.
- Update on Organization Flow Chart and Communication/Decision Tree – We're in such a state of flux that the situations that gave rise for the needs with administrative assistant, the RE coordinator and issues that should be addressed by committees. Dharmini suggested we take a look at these documents in a couple of months. There may still be a need for these.
- Diverse Multicultural UU Ministries (People of color). Allies for Racial Equality (Allies) DRUUM is asking congregations to sign on to belong to the organization. We'll review it and present it for a vote at the congregational meeting. Put on the December BoT agenda to add to congregational meeting agenda.
- Sending support to Martin Steindler while he's grieving the loss of Joan. What can we do to show our ongoing support over time to care for the living? Barb suggested that we connect with the Hinsdale Church or with Emmy Lou Belcher, she may have some insight. **Anne suggested creating a schedule of contact so volunteers have an assigned person to contact Martin on a regular schedule.** Barb said donations doing anything with children or the environment would be meaningful. Dea suggested just asking him what he'd prefer for a memorial donation. Barb said she'd contact him.

- Welcome and announcements BoT members
 - Nov 20 - Dea
 - Nov 27 – Dharmini (?)
 - Dec 4 - Anne
 - Dec 11 - ?
 - Dec 18 - Anne
 - Dec 25 – Kathy
 - Jan 1 – Kathy

- Dea asked what is the bare bones cost to have a place to meet, since Martin is concerned about shrinking membership. gg said \$22,000 was budgeted for the Buildings & Grounds . The UUA dues are \$6,000. It's good to be prepared. gg said we're in better financial shape than in any other time she's been treasurer. Whenever we've lost big donors in the past, others have stepped forward and we've got over \$50,000 in the bank.

Next Meeting Date: Dec. 11, 2016

Adjourn: 2:56 p.m.