

## February 13, 2019 UUFN Board Meeting, at UUFN

respectfully submitted by Merry Ostheimer

Board Members Attending: Janet Arenson, David Athey, Karen Barker, Carol Boncelet, Kay Elizabeth, Pat Field, Lois Hoffman, Merry Ostheimer, Jeff Ramberg, Glen Schmiesing

Minister: Rev. Paula Maiorano on speaker phone

6:45 pm Time for congregants to address the board- none

7:00 pm Meeting began with a chalice lighting

- Brief check-ins
- Two changes were made to January's board meeting minutes:
  - Ministerial Transition update. SRST will work on the Paula's retirement and MSTF will work on the new minister's welcome celebration.
  - Leadership Development Committee update: The President-Elect search is encouraging. There are many positions to be filled. The distinction between committees and teams was discussed. Jan and Jeff will work on documents and attempt to streamline the policy documents.
    - January's board meeting minutes were then reviewed and approved.
- February's consent agenda was reviewed and approved.
- Minister's report was reviewed via phone.

### Brainstorming a New Idea: Board Structure

Here are some ideas the board shared:

- ❖ Pres-elect, Pres, Past Pres, Treasurer, Secretary, MAL Mission, MAL Support = 7 Board Members
- ❖ MAL contacts committees in addition to taking on tasks that pertain to their branch.
- ❖ Program Coordinator will not be a member of the board so how will the PC know dates and events?
- ❖ Have a stronger Committee Council so there's good coordination of calendar and activities for PC.
- ❖ There can be flexibility about having one MAL and one PC on the board.
- ❖ Small board and Executive Team
- ❖ Phase this change in: for example, decrease number of board members from 11 to 9 the first year, etc.
- ❖ Consult Bylaws and Leadership Development Committees about changes.
- ❖ Strategic Planning Committee
- ❖ If we stay big, we give the opportunity to expose more people to leadership. But currently, there are many vacancies on the Leadership Tree.
- ❖ What is the responsibility of the board? Strategic or Operational - what's the difference?
- ❖ There is one example of a Wisconsin 700 person congregation that has a Policy Board and Executive Team that do all the operations.

### Old Business

- Personnel Policy Manual
  - There was a memo seeking to clarify the policy concerning benefits.
  - Can the board approve the policy as written? Motion was made by Dave and seconded by Carol to change the policy manual on page 11 to state: 30 hours, or as otherwise determined by the Board.
    - Motion was seconded and passed unanimously.

### New Business

- UUDAN: Research and recommendation for shared leadership.
  - Do we, the UUFN, want to be the fiduciary agent for UUDAN?
  - We don't think this fits in with our small budget. It is the sense of the UUFN board that UUFN no longer be the fiscal agent and program sponsor of UUDAN.
    - Motion was made to begin transferring the from UUFN from our MOU with UUDAN.
      - Motion seconded and passed unanimously.

- Motion was made and seconded that the board would ask social justice about a share the plate designation and, if they agreed, then we would include this in our letter to UUDAN.
    - Motion seconded and passed unanimously.
- UUFN Office Administrator hours
  - The Personnel Committee recommends we authorize increasing Leidy's hours up to 20 hours/week as she is asked to accomplish additional duties or special projects that she is unable to do under normal hours.
  - Motion was made to authorize increasing Office Administrator's hours up to 20 hours/week for special projects in consultation with her SRST.
  - Motion was seconded and passed unanimously.
- How to survey congregation about 10:00 vs 10:30 service start
  - During Committee Council this past Sunday, it was apparent that we need to begin this process.
  - How can we make sure the congregation gets a chance to have voice their opinions?
  - Jan will work with Pat, Barb J, Denise, and Robin to gather data through:
    - online survey,
    - order of service vote for 1st and 3rd Sundays in April
    - at April 10th potluck have a "dot on the sticker on the board".
- Pledge-Palooza: pledge by 3/14/19. Board Members will bring dessert.
- Revision to the instructions to Mallard Financial Partners:
  - Motion was made to revise wording to:
    - "While Carol B both works for Mallard Financial Partners and is President of UUFN (7/1/19 - 6/30/20), the UUFN instructions to Mallard Financial Partners shall be from the Treasurer or Past President (not President as is currently in the Mallard contract.)"
  - Carol recused herself. Motion was seconded and passed unanimously.
- Our Home: we will need to attend to our plumbing and getting a structural engineer to assess the roof.
- Profit and Loss: we are where we need to be. The new bookkeeper has done a great job.
- Funding for a farewell luncheon for Paula. Check with several committees to find money.
- Big appreciation goes to Andrea, who effectively takes on all kinds of jobs.
- Another great thank you went to the Pastoral Care Committee who gave chocolate and nuts to us.

Next Board of Directors meeting will be Wednesday, March 13, 2019.

9:05 pm Meeting was adjourned and the chalice was extinguished.

