

Board of Trustees All Souls Unitarian Church

Board Meeting and Retreat

7/21/18

PRESENT: Bill Breeson (Sabbatical Minister), Pat Fisher, Diane Kennedy, Judy Lumbert, Betty Lynch, Mike Middleton, Babette Miller, Tom Mulcahy, Diane O'Brien, Peg Paulson, Tracy Shringarpure, Janet Spencer

CHALICE LIGHTING, OPENING, WARM UP:

Bill shared inspirational quotes and led the group in an exercise designed to consider: Can the ASUC community change the world? Does ASUC have a focused vision? Is ASUC living in the past? Does ASUC stand on the threshold of opportunity? Is ASUC alive and growing? Are we individually committed to making our church part of the Beloved Community? One of the telling responses was that the group feels the ASUC community does not have a focused vision.

There was some discussion about meaning of "the Beloved Community." Bill suggests it's broader than anti-racism, that it means "all will be respected."

Policy governance means it's not the Board's job to run the church. It's the board's job to set policy and then empower the professional leadership to operate within policy.

There was discussion of small groups. Bill suggests this is an important component to growth and to build the Beloved Community. We need to consider sending a couple people to a small group workshop. Good training for facilitators is important.

BUSINESS:

Motion: Betty moved that the board give the Implementation Committee the authority to approve capital campaign funds.

Discussion: This means that the Implementation Committee can make decisions about expenditures on the Silver Plan. They will work with the finance committee and, if a loan is needed, they will come to the Board. Peg asked how structured the plan is. Betty says it's up to the implementation committee. They will seek congregational approval on significant expenditures. Babette noted that the congregation approved the Gold Plan, but the pledges support the Silver Plan and we're still short. There will be times when there's a need to change some of the Silver Plan components. Gold Plan components will probably not be pursued because there are no funds.

Tom would like to see a clear reporting structure and, at a minimum, a formal report. He wants to feel assured there is effort to seek best prices. Per Babette, Brandt Construction is the company selected.

Tracy seconded the motion and it passed unanimously.

Mike is working on a loan which will pay for costs til pledge funds are available. Betty suggests that he talk with Rich Atwater because she understands that nothing will begin til next calendar year.

Motion: Diane Kennedy moved to accept the May and June 2018 meeting minutes. Judy Lumbert seconded and it was unanimously passed.

Coffee hour is Board's responsibility on August 12.

Treasurer's report for June: Mike says we anticipated 178,000 in pledges and we have 145,000. He suspects that some people didn't understand that the last pledge commitment was for 18 months and so only contributed for 12 months. We'll need to look at this soon.

Budget Committee may need to figure it out.

Motion: Betty reviewed the Board Covenant and moved that it be accepted. Babette seconded. It passed unanimously. Tracy asked if there is a format for lines of communication with the congregation. Per Betty, we have Board tables during Coffee Hour, we have Board name tags, and it's on agenda for congregational meeting.

BOARD RESPONSIBILITIES:

Betty reviewed this list. She has some specific responsibilities assigned to Board members.

BY-LAWS FOR ASUC:

Betty asked that we each review the by-laws and highlight components that pertain to individual responsibilities and to anything we feel needs attention. We began the individual review and tabled discussion til the August Board Meeting.

BOARD RETREAT, FACILITATED BY MARY ANN MACKLIN, SENIOR MINISTER, UNITARIAN UNIVERSALIST CHURCH OF BLOOMINGTON

Julica Hermann de Fuente participating.

Focus was on growth and Policy Governance. The following are some comments/observations from the facilitator:

- With a group the size of the ASUC Board (12), it's hard to come together on a vision. Our Board is currently an operational Board which keeps us focused on minutae....as opposed to a Policy Governance Board, which usually operates with a maximum of 7.
- UUCB has Task Forces that deal with Social Justice. Committees are groups that do work around the church. The Finance Committee is the only one that's specifically assigned. The Committees are working groups with specific assignments and they bring recs to the Board. They don't do operational policies.

UUCB took a year to consider and determine how they would change. Previously, they operated as ASUC does now.

- The vision owns the congregation...because the congregation creates the vision.
- “Appreciative inquiry” ...was completed at ASUC several years ago. This can help the congregation develop a vision and link the Board to the congregation. ASUC has a written vision and mission, but it may need to be reviewed and made simpler.
- Church size: Family size, pastoral, program (ASUC), corporate size
- In policy governance, the Board speaks with one voice. To reduce the size of the Board is to focus on the “we” not on what “I can do.”
- Discussion about Robert’s Rules. Julica mentioned “sociocracy” which is a process. Robert’s Rules is a white supremacist format. Mary Ann suggests that if you’re going to use a process, everyone in the group needs to know how it works. Some groups begin by saying “ here’s the process we’re going to use this evening. When we bring something up, we’ll go around the group and see how everyone feels.” Some groups have an observer who gives feedback...maybe a youth member.
- Critical changes made by UUCB: livestreaming, getting out in the community, lots of communication and repetition.
- Thriving congregations have clear vision and mission. The mission must include something about spirituality, must have quality worship, many different types of music, quality sound. She feels they need to pay their fair share to the UUA, so they can get consultants. The UUCB congregation responds well to outside consultants. This builds capacity of everyone to change.
- “Learning how to be in the community” is important. Children and youth religious education is critical. Adult religious spiritual

formation is important. Commitment to loving and caring relationships and how you model that as a Board (bring someone in to talk with us about it). “How we are together will determine what we do together.” (Bill) This is what builds trust.

- **Grace in Leadership** is a book Mary Ann recommends.
- UUCB has a Board meeting which Mary Ann attends. She leaves and they have an Exec Meeting. Board Meetings are usually 90 minutes.
- “A lot of what we learn in congregation is how to be in change.”

NEXT BOARD MEETING: Wednesday, Aug. 8, 2018, 7 pm

Submitted by Pat Fisher, Secretary