

**TVUUC Board Meeting
January 15, 2017**

Present: Lynne Mullins, Laurie Knox, Denise Coleman, John McNair, Joe Viglione, Kathy Bohstedt, Elnora Williams, Barbara Taylor, Marco Castaneda, Jeff Kovac, Claudia Pressley (ex officio), Chris Buice (ex officio)

Absent: Bill Myers

Guests: Lauren Hulse, Jon Coffee, Linda Randolph, Kathy Greenberg,

Opening Reading & Chalice Lighting- Elnora Williams

December Minutes Approval- Barbara Taylor

The minutes were approved as written.

Membership - Lauren Hulse

The Membership Committee is functioning at a low level, primarily offering UU 101. There is no Membership Coordinator at present. There has been 1 UU 101 class so far this program year. 14 new member have signed the book. It's low, but trending better. No stats on how many members are moving away or resigning. Total membership is 368. We are a Mid-Sized Church.

Board discussion ensued re clearer expectations for committees to function well. "Whose responsibility is it to find new Membership Coordinator?" It is the Program Council's responsibility. Make sure whatever description is offered is reflected in current practice.

A Board member noted seeing more younger faces at church. Lauren stated there are several reasons new folks come; they were invited by a friend, they found us through one of Chris' letters to the editor, and people are coming because of Chris' sermons on podcast, word of mouth and public exposure.

Welcoming activities need more volunteer support. Suzanne Brown co-ordinates greeters and welcomers. Greeters ought to be changing week to week and reflect the diverse groups of the congregation. Lauren noted that the greeting function (and perhaps others as we think about them) is a good one for a new member or a member who may not want or be ready to have a long conversation with congregants but can contribute in this way and begin to feel more connected to the church.

Auction Report - Linda Randolph

She stated that we grossed \$23,4000 (amended later in day to \$24,614) . Linda has agreed to be the Chair one more year. She said she agrees because this is doable due the great leadership and experience of the committee chairs. Discussion followed that mentorship is needed such that the experience to new leadership be seamless in all areas.

Personnel Committee Report - Kathy Greenberg / Board Liaison Kathy Bohstedt (report to be sent)

Highlights: The committee is seeking to understand who is in the various positions and then trying to look at many things moving forward, including but not limited to remuneration. Kathy stated that we are in the middle of the middle range of remuneration, according to UUA charts.

They realized that the current paid positions do not include remuneration suggestions beyond the 3-5 years of experience. We have not taken longer experience into account.

The committee met individually with staff members, and from this the committee suggests that the staff send in plans for professional development and we will see what we can do to assist them from a financial point of view.

The committee also looked at Membership and if growing this is a goal, they state that we need to rethink the hours we offer and the fact that at 75% benefits kick in. Increasing hours may be a high recommendation.

They think that funding for sabbatical needs to be planned for.

They further recommend that this process take place every year on the Personnel Committee. Joe stated that as of tomorrow he will ask Personnel to come up with a budget that follows their goals. He also informed Kathy G that after about 5 years, in the larger world, experience no longer drives salary. He further noted that Professional Development and meetings that require travel as part of the job are different categories.

Pastoral Care - Jon Coffee (interim) / Board Liaison Barbara Taylor (report sent)

Jon has been in the position since the first week of October 2016. The groundwork that Jenny laid was and is extensive. Jeff suggested that there be a dedicated email address for the Spiritual Care Team that would be institutional rather than personal. Jon thinks that may be helpful for the next person in the position. The Helping Fund, at this time of year, is primarily assisting with KUB bills. We discussed the process that occurs to request and how money gets distributed. Jon makes the decisions. Asked if he had a "cap" Jon answered that he does not, but he is always mindful that the funds do not get replenished easily.

He shared that policies and procedures will be spelled out re the Spiritual Care Team's work.

The team meets monthly to discuss and support each other.

Jon talked about the research that goes into understanding the individual person's needs. He also reaches out to colleagues.

Wendy Syer was applauded as she does a terrific job with the Caring Table.

Lauren Hulse helps with communications and supports

There will be a visioning process with the Spiritual Care Team.

Jon also calls people who he has heard have, for example, had an illness or recent hospitalization.

Jon wants to give the Board monthly updates.

Treasurer's Report - Joe Viglione

The bounce in December was more than expected. Overdue pledges from the previous year also came in unexpectedly.

Installation of Seraphim - Claudia Pressley

This is the new church management software that we will be installed beginning tomorrow, as Claudia will be working with the company.

Goals & Objectives Update - Denise (and AB) Coleman (report distributed)

Denise distributed the status of this work in the form of graphics as to progress to goals.

Endowment Committee sub-committee for Projects - Elnora Williams

Since we no longer have two Board members to join the above sub-Committee along with Bill Myers, Laurie Knox has agreed to join Bill and the two Endowment Committee members in this year's deliberations.

President-Elect position - Elnora Williams

The nominating committee with the President and Past President are bringing to the Board the name of Jeff Kovac as President Elect, and to be brought to the Membership for election at the Annual Congregational Meeting in May. This was moved, seconded and approved.

Board Vacancy - Elnora Williams

Terry Uselton has agreed to run for a Board position. Due to the proposed change in Jeff Kovac's status that would leave the Board short a member for the remaining two years of Jeff's term, we agreed to ask Terry if he might fill that role instead. This was moved, seconded and approved.

The meeting was closed, chalice was extinguished and closing words were provided by Elnora Williams.

Next Meeting: February 19