

Unitarian Universalist Congregation
Board Meeting Minutes
September 14, 2017

Present: Board members Tim Pickering, Susan Wamsley, Irene Peterson, Ellen Plummer, Amy Pruden-Bachi, Pam Phillips. Bill Baker and Jennifer Mercier were absent.

Tim lit the chalice and Pam did the reading. Everyone checked in.

- 1. Review and Accept Current Agenda** – A change was made to the agenda, no previous board minutes needed to be approved. Board retreat was held last month so no minutes were written.
- 2. Member Forum** – No members were present for the forum
- 3. Consent Agenda: Approve** – The Minister’s Report was submitted and a discussion was held regarding when the administrator and RE director would be attending board meetings. The conclusion was that the people holding these positions are welcome to attend all board meetings and if there were specific items on the agenda that would require their presence, they would be asked to attend. DLFD Report was submitted. Lisa Evanylo is on vacation so no Administrator Report was submitted. The consent agenda was approved.
- 4. Treasurer’s Report** - No Treasurer Report was given due to the absence of the Treasurer.
- 5. Old Business**

Revisit and finalize Board covenant statement- The board covenant was distributed by Pam. A discussion followed regarding the elements contained in the covenant. A motion was made to approved the covenant. All approved the covenant as follows:

We will keep the best interests of the congregation at heart, carrying out the trust placed in us as guardians of the Missions and Principles of the UUC.

We will celebrate our diversity by working to create an environment in which all are heard and respected, assuming the best intentions and the good spirit of others.

We will thoughtfully discuss an issue before making a decision, giving and accepting constructive feedback as we seek consensus.

We will speak with one voice following a vote.

Discuss staffing of committee/teams –

Committee on Ministries (COM)– Pam will submit a list of names for the committee. She has already recruited Bob Stimson, Isabel Berney, Ann Norris, Barbara Taylor and is looking for another person. A motion was made to approve these names. All voted in favor of accepting these people to serve on the COM.

Tim reviewed the COM duties. Pam reminded the group that it was required that we maintain a COM during her initial period.

Personnel committee – Tim reports that three people are needed to serve on this committee. The duties of this committee were reviewed. One board member needs to serve on this committee. Tim will send out inquiries about others who may be interested in serving on this committee.

Strategic Planning/Vision task force staffing – Tim reviewed the vision statement that was approved by our congregation last fall. The task at hand is to decide how to implement the statement. Ellen will convene a meeting with the chairs of all the committees (Program Council) and discuss how and if the committee work is reflected in our vision statement

Validate/prioritize our list of goals for coming year – Below are the current goals of the board

- Support the Minister
- Educate/Collaborate/Outreach
- Learn about other faiths / churches (e.g. guest ministers)
- Partner with Black church (short lived attempt a few years ago)
- Clergy from multiple faiths serving as community for and with Pam (one of her goals)
- Communications/identify, assess, and improve the following elements:
 - a. Website, newsletter, email, postings, other? (neon sign in Elarth?/ Foyer?)
 - b. Website management – staff? Volunteers? Policies?

- In future meetings we will study the basics of policy governance to see if it offers possible benefits to our congregation.
- Examples of ends statements from other congregations will be reviewed.
- Vision statement – form a strategic planning committee and charge them to develop a plan to implement the vision statement
- Revise and update our existing policy manuals to make them more understandable and more accessible to all.
- Evaluate and align committee structures, purpose (strategic planning, personnel, ministries, leadership development, others?)

We agreed that supporting the minister is number 1 priority and that Education/Collaborate/Outreach is number 2. We discussed the other items on the list and how they may be implemented. A sub-committee was appointed to develop some performance metrics so we can determine if we are making progress toward meeting our goals.-

Social Justice Activities – There was a discussion about a common misconception about the adoption of the environmental and mental health models for our congregational social justice work. We were reminded that these two issues have congregational support as a result of a congregational vote last fall. It does not preclude members of our congregation engaging in other social justice causes. Pam gave a report on her meetings with the social justice committee, which is a very small committee at this point. The committee is in the process of developing concrete plans for action by the congregation at large. It was suggested that we may want to develop a Social Justice resources list to make available to the congregation. Pam reports there are some resources on issues around white privilege that are available through the UUA. Pam is also pursuing a connection with the Richmond UUC. Black Lives UU have asked congregations to talk about white supremacy. Pam is planning a talk on this subject in October.

Develop a Procedure for attacking policy update effort – Ellen is working on this.

6. New Business –Irene will attend the newcomer’s orientation on September 17 as the board representative.

Set date for Startup Weekend workshop for the board -Pam talked about the “Start Up” Weekend and proposed dates-

Select opening words volunteer for next meeting Irene volunteered to bring a reading.

Refreshment volunteer_– Susan volunteered to bring refreshments to the next meeting.

Reminders of upcoming events - Next Board meeting October 12.

The chalice was extinguished and the meeting was adjourned at 9:20 PM

Respectfully submitted by-Irene Peterson

DRAFT

September 2017 Minister's Report to the Board
Submitted by Rev. Pam Philips

I plan to use the duties of ministry from "Fulfilling the Call" to guide my reports to the board. While different from the categories on the preliminary fellowship evaluation form, they provide a more comprehensive picture of the expectations of ministry. I have uploaded the FTC form to the OneDrive for your information.

Leads Worship

Worship themes in August addressed the beginning of our shared ministry, the rise of aggressive white supremacy in Charlottesville, the lessons from General Assembly, and the ingathering of water communion. September brings the beginning of our use of *Soul Matters*. Over 150 congregations participate in this program, which provides packets of worship resources (suggested readings, music, sermon seeds, etc.) and opportunities for ministers and worship leaders to connect for discussion and support on Zoom conference calls and Facebook pages.

Themes for the 2016-2017

September	<i>Welcome</i>	February	<i>Perseverance</i>
October	<i>Courage</i>	March	<i>Balance</i>
November	<i>Abundance</i>	April	<i>Emergence</i>
December	<i>Hope</i>	May	<i>Creativity</i>
January	<i>Intention</i>	June	<i>Blessing</i>

A guest UU musician, Andrew McKnight, led worship September 10th, and thanks go to Rhonda Johnson for arranging his visit. Rev. Dr. Nicole Kirke from Meadville Lombard Theological School will join us October 1st. October will also be notable for our participating in a white supremacy teach-in at the request of BLUU. Most congregations held a teach-in last spring (during our candidating week).

The area of worship that has been the most contentious is the postlude, with equal numbers of congregants expressing frustration –some wanting to listen quietly to the music and others wanting to get up and connect with each other after the benediction. The compromise for now is to invite those who would like to talk to leave the room quietly during the postlude.

Officiates Rites of Passage

Many people have sought the services of a UU minister for commitment and wedding ceremonies since my arrival. A couple rented our space and I officiated their service in August. I will be performing a wedding off-site in September, as will Jamie in October. Several of the couples have indicated that they were directed to us because UU's welcome same-sex couples.

The response to hearing a brief history the congregation has led to an interest in celebrating the 25th anniversary of moving into the church building. I have begun conversation with groups who might help spearhead such an effort.

We are planning a memorial service for Ben Logan, which will take place on September 23rd.

Provides Pastoral Care and Presence

The congregation has been well-served by the Lay Pastoral Care Ministry, especially by the efforts of Cynthia Luke to catch me up on the pastoral needs of congregants. I will continue to meet with the LPCM team throughout the year, helping to provide support and training. I've provided pastoral care to congregants in the hospital and over the phone as well as in my office. Several congregants have taken advantage of the scheduling app (Calendly), which allows them to choose a time to meet.

Encourages Spiritual Development

In addition to leading Sunday services, I've been attending the weekly Conversations on Faith gatherings and participated in one of the Earth Spirit Sisters gatherings. I will offer a three-session New to UU adult faith development class on Thursday evenings starting October 19th.

Witnesses to Social Justice in the Public Square

Several congregants participated in the August 13 "Solidarity with Charlottesville / Vigil Against Hate" sponsored by the Coalition for Justice, during which I made brief remarks and led a moment of silence.

We've also attended events/meeting sponsored by the Dialogue on Race, the NAACP, and Virginia Organizing and an "After UVA/Charlottesville Before VT/Blacksburg - Network Planning" meeting to learn about social justice activities and resources in the New River Valley.

Much of my effort in this area has been in supporting the social justice team that is shepherding the congregation's chosen focus on environmental justice and climate change. During the water communion service, we elicited people's suggestions for actions. A representative of the Citizen's Climate Lobby met with the team, and they are investigating other existing groups with whom to partner.

The conveners of the White Privilege/White Allies discussion group have met with me, and we are exploring the possibility of entering into a Pledge to End Racism partnership agreement with First UU in Richmond. I participated in the two-day workshop and facilitator training at First UU, and then helped offer the workshop at my internship church. The UUC group is interested in offering the workshop here, perhaps in conjunction with the Roanoke church. The cost to the congregation would be \$250 a year for this first year because First UU has the Southern Region's Chalice Lighters grant to work with up to about 20 congregations. For congregations that join with them this year, they will be asking for an ongoing commitment of \$250 to keep curriculum and materials updated. I'm working to schedule a Zoom call with the discussion group to learn more and will report back.

I've also been meeting with the Mental Health Justice Ministry team as they work to start a NAMI (National Alliance on Mental Illness) chapter here.

Leads Administration

I had hoped to schedule a "start up" weekend, but the church calendar on VT football away game weekends was already full. The start up includes a Friday dinner / activity with as many church members as possible and an all-day Saturday workshop with the board, committee on ministry, committee leaders. Possible dates now are October 20/21, October 27/28 or November 4th (no football game, but a previously scheduled event at UUC on the Friday night).

I've been meeting with the staff weekly to help me get up to speed with how things work at UUC. They have expressed a desire to attend board meetings, both to help keep them in the loop about board decisions and to offer their experience and knowledge. I have heard from some but would like to hear from all board members who have experience with staff members attending board meetings.

The need for work on our policies and making sure they are readily available to the congregation was highlighted by a situation with the conveners of the White Privilege discussion group. They (and I) were unaware of a policy/procedure for starting new groups and were caught off guard when they were put under Lifespan Faith Development.

I've met with the auction and stewardship committees and very briefly with the endowment committee. We'll be having auction announcements through September and October to assure participation (both in donating items and attending the event).

The Connections Committee is continuing "Getting to Know UUC" conversations on third Sunday's and the Newcomer's Orientation is on October 14th; I am participating in both. The new member recognition ceremony is scheduled for November 5th. The member directory photographs will be taken from October 4th-7th (with possible dates on the 3rd if needed).

Pursues Personal Renewal and Professional Development

I will be attending VACUUM (Virginia Cluster of UU Ministers and Religious Professionals) meetings on the third Tuesday of each month.

I have monthly meetings with my mentor, Rev. Makaanah Morriss.

I will attend the SEUUMA (Southeast UU Ministers Association) retreat at The Mountain, November 13th-16th.

I will also be participating in webinars offered by the UUA professional development office, in addition to the *Soul Matters* Minister Implementation Labs.

Serves the Larger Unitarian Universalist Faith

I am honored to be acting as teaching pastor for Ellen Plummer in her first year of seminary. This will require that I meet with her twice a month, sign a letter of agreement with her, and complete an evaluation at the end of the academic year.

FTC EVALUATION OF THE MINISTRY OF _____

D1	LEADS WORSHIP	Strength	Satisfactory	Area for Growth	Weakness	Not Observed
1	Invokes a sense of the sacred through inclusive liturgy and holistic ritual.					
2	Selects elements that create a flow to the service relevant to the theme.					
3	Creates a worship service that demonstrates multicultural and multi-generational sensitivity.					
4	Collaborates with participants in designing the worship service.					
5	Ensures that aesthetics enhance the worship experience.					
6	Completes sermon preparation in an efficient manner (e.g. balances with other responsibilities.)					
7	Delivers sermon that is emotionally fulfilling, spiritually nurturing and intellectually stimulating.					
8	Inspires people with words and presence.					
9	Engages full range of delivery skills (e.g. body movement, facial expressions and voice.)					
10	Conveys ministerial authority and presence.					
11	Trains volunteers in the elements and leadership of worship.					
12	Ensures the application and continuity of the “freedom of the pulpit and pew” (e.g. responds constructively to those who challenge the tradition.)					

COMMENTS

FTC EVALUATION OF THE MINISTRY OF _____

D2	OFFICIATES RITES OF PASSAGE	Strength	Satisfactory	Area for Growth	Weakness	Not Observed
1	Articulates UU theology and history relevant for life passages.					
2	Prepares people for rites of passage (e.g. does pre-marital counseling, involves participants in memorial services).					
3	Designs engaging and meaningful rites of passage.					
4	Discerns role in acting as an agent of the state.					
5	Designs rituals to welcome new members.					
6	Creates celebrations of milestones (e.g. building projects, neighborhood alliances, social justice project launches, etc.).					
7	Designs rituals to recognize and commission leaders and volunteers (military chaplains, Board members, significant volunteers).					

COMMENTS

FTC EVALUATION OF THE MINISTRY OF _____

D3	PROVIDES PASTORAL CARE AND PRESENCE	Strength	Satisfactory	Area for Growth	Weakness	Not Observed
1	Provides pastoral visits (e.g. in hospital, hospice, home, prison, etc.).					
2	Provides pastoral counseling that facilitates healing (e.g. grief work, trauma, addictions, sexuality concerns, hospice, chaplaincy, etc.).					
3	Provides direct pastoral support to caregivers.					
4	Maintains a consistent pastoral presence (e.g. through written notes, coffee hour, meetings, email, public events, etc.).					
5	Addresses trauma in wider community through ritual, worship and communication networks.					
6	Demonstrates multicultural and multi-generational competency in direct pastoral care.					
7	Maintains professional boundary / presence when using various communication technologies (e.g. social media, email, Facebook, list serves).					
8	Holds self and others accountable to professional boundaries.					
9	Maintains ministerial role in the social life of the institution.					
10	Maintains a plan and accountability system to address sexual attractions.					
11	Manages lay pastoral care ministries (e.g. lay pastoral visitors, caring committees, grief groups, etc.).					
12	Utilizes community/ UU resources to support the pastoral needs in one's ministry setting (e.g. local law enforcement, emergency personnel, addictions groups, sexual health, community health and welfare, nursing, etc.)					

COMMENTS

FTC EVALUATION OF THE MINISTRY OF _____

D4	ENCOURAGES SPIRITUAL DEVELOPMENT	Strength	Satisfactory	Area for Growth	Weakness	Not Observed
1	Integrates religious education into all aspects of ministry (e.g. preaches on faith formation, leads reflection following social justice effort).					
2	Directs religious education program for all ages.					
3	Leads events and services that promote multicultural and multi-generational community and learning.					
4	Integrates one's personal spiritual practice into one's ministry.					
5	Provides direct spiritual guidance to support individual faith journeys.					
6	Leads spiritual practice classes, retreats and pilgrimages.					
7	Provides individuals with the tools to deconstruct, reframe and reconstruct religious traditions and language from their past.					
8	Provides avenues for deepening Unitarian Universalist identity.					

COMMENTS

FTC EVALUATION OF THE MINISTRY OF _____

D5	DUTY 5: WITNESSES TO SOCIAL JUSTICE IN THE PUBLIC SQUARE	Strength	Satisfactory	Area for Growth	Weakness	Not Observed
1	Inspires a prophetic response from the congregation or community to social justice issues (e.g. social service, public witness, advocacy).					
2	Leads congregation or community to join coalitions to act on social issues.					
3	Grounds the call to social justice work in Unitarian Universalist theologies.					
4	Develops a communication plan employing diverse media to maximize social justice impact.					
5	Connects social justice work to anti-oppressive, multi-cultural vision of the beloved community.					
6	Promotes public dialogue across religious and values-based differences.					

COMMENTS

FTC EVALUATION OF THE MINISTRY OF _____

D6	LEADS ADMINISTRATION	Strength	Satisfactory	Area for Growth	Weakness	Not Observed
1	Focuses the institution's resources and programs to fulfill the mission.					
2	Guides the institution to implement its strategic plan.					
3	Implements policies and procedures in compliance with local, state and federal laws.					
4	Manages internal and external communications to enhance the mission of the institution.					
5	Promotes the values of Unitarian Universalism through technology and the media.					
6	Empowers professional and volunteer staff to work independently and collaboratively.					
7	Evaluates performance of professional and lay staff based upon agreed upon work goals.					
8	Ensures quality and continuity of programming in support of the mission.					
9	Provides opportunities for leadership development of board members, committee members and other lay leaders.					
10	Collaborates with governing board in implementing effective leadership of the institution.					
11	Mediates conflicts with political savvy.					
12	Applies counter oppressive lens to leadership of institution.					
13	Manages budgets, financial reports, and fiduciary responsibilities.					
14	Integrates a theology of stewardship into the life of the institution.					
15	Creates maintenance standards and building use policies (e.g. building use calendar, capital improvement budget item, etc.).					
16	Implements membership systems (e.g. welcoming, recruiting, maintaining statistics, integrating new members).					
17	Leads institution through a healthy transition process (e.g. retirement,					

FTC EVALUATION OF THE MINISTRY OF _____

D6	LEADS ADMINISTRATION	Strength	Satisfactory	Area for Growth	Weakness	Not Observed
	staff changes, illness or death).					
18	Leads interim processes, planning and/ or ministry.					

COMMENTS

FTC EVALUATION OF THE MINISTRY OF _____

D7	PURSUES PERSONAL RENEWAL AND PROFESSIONAL DEVELOPMENT	Strength	Satisfactory	Area for Growth	Weakness	Not Observed
1	Makes time for family, friends and acquaintances.					
2	Maintains intimate or meaningful relationships (friendships, love relationships) outside of the ministry setting.					
3	Takes time off (e.g. vacations, study leave, Sabbath days, and sabbaticals).					
4	Meets as needed with therapist/ counselor/ spiritual director.					
5	Joins professional associations.					
6	Attends UUMA gatherings (e.g. General and District Assemblies).					
7	Maintains professional credentials and licenses.					
8	Eats a healthy diet.					
9	Visits doctors/ dentists regularly.					
10	Engages in regular exercise.					
11	Gets an adequate amount of sleep.					
12	Engages in recreational, cultural and social activities.					
13	Models spiritual, physical, sexual, and emotional health.					
14	Manages financial security.					
15	Ensures one's call is in alignment to the current ministry setting (e.g. knows when to seek new position).					
16	Integrates new knowledge and skills into ministry.					
17	Applies ongoing learning related to issues of privilege and power.					

COMMENTS

FTC EVALUATION OF THE MINISTRY OF _____

D8	DUTY 8: SERVES THE LARGER UNITARIAN UNIVERSALIST FAITH	Strength	Satisfactory	Area for Growth	Weakness	Not Observed
1	Connects local congregation/ institution to regional, national, and international UU gatherings.					
2	Promotes UU ordained ministry in a visible way (e.g. mentoring new ministers, educating laity about their roles in ordaining and installing ministers).					
3	Establishes a culture of generosity and stewardship related to the larger faith.					
4	Lives out the collegial spirit expressed in the UUMA covenant.					
5	Leads collaborative staff teams in a spirit of shared ministry.					
6	Promotes the work of community clergy and their affiliation with the congregation.					
7	Follows UUMA process for addressing concerns when holding self and others accountable to professional standards (e.g. contact Good Officer).					
8	Leads seminars, classes, workshops.					

COMMENTS

FTC EVALUATION OF THE MINISTRY OF _____

D9	LEADS THE FAITH INTO THE FUTURE	Strength	Satisfactory	Area for Growth	Weakness	Not Observed
1	Champions a vision of a multicultural, multi-generational and diverse Unitarian Universalism.					
2	Exhibits adaptive leadership abilities (e.g. Integrates learning, collaborates with groups outside UU, tolerates ambiguity).					
3	Provides leadership opportunities for youth and young adults.					
4	Expands the boundaries of Unitarian Universalist community through the use of evolving media technology (e.g. social media, virtual community, outreach missions, etc.).					
5	Cultivates culture and practices of radical hospitality.					
6	Promotes new ways of expressing Unitarian Universalism (e.g. house churches, revivals, cooperatives, second site, satellite congregations)					
7	Prioritizes recruitment of new ministers.					
8	Serves as a field education and/ or internship supervisor.					
9	Mentors seminarians and new colleagues to develop their potential and foster retention.					
10	Promotes Unitarian Universalist values					
11	through leadership in non-profit organizations and/ or interfaith alliances.					
12	Inspires the institution to connect with and mentor other UU institutions.					
13	Creates new revenue streams (e.g. new forms of membership, marketing of UU products).					

COMMENTS

DLFD Report to the Board – September 2017

Submitted by Karen Hager, Director of Lifespan Faith Development

Registration

- CYRE: 96 (unique children and youth)
- LFD Activity slots: 125
- UUC Activity slots: 135

For new board members, CYRE stands for Children and Youth in RE and indicates unique children. Activity slots count a child twice if s/he is in 2 activities, like MSYG or OWL. Non-LFD activity slots reflected in the UUC number include Chalice Kid (6) and Children's Choir (4).

As we expect more registrations on September 10 – the first day of RE and the YRUU kick-off – this may be the first year that we break 100 for the first day of RE.

This month:

1. The fall LFD program officially kicks off Sunday, September 10.
 - Children's RE begins September 10. Class sizes so far:
 - Nursery: 11
 - PreK: 11
 - Gr. K-1: 14
 - Gr. 2-3: 12
 - Gr. 4-5: 14
 - Gr. 6-7: 15
 - YRUU kicks off September 10 with an extended meeting that includes parents; 14 youth are registered so far.
 - Middle School Youth Group begins September 15, with 21 youth already registered – our largest group yet. Marilyn Dupont donated a \$50 Dominos gift card that I will be using for the kick-off meeting – yeah, Marilyn!
 - Coming of Age begins September 24 with 5 youth paired with 5 adult mentors, and facilitated by Rev. Jamie McReynolds. COA serves as the primary RE program for 8th graders.
 - The start date for Adult OWL has been postponed to October 8, with 13 adults already registered.
 - OWL 8-9 doesn't begin until January, but has 7 youth registered already.
2. Our middle school class begins the curriculum "Building Bridges", in which we visit other places of worship. Interested adult congregants may join our group. In September, we will be visiting Temple Emmanuel in Roanoke as we learn more about Judaism.
3. YRUU and YAC advisors will participate in a retreat on September 24 to discuss the coming year. Conversations with our youth leaders have resulted in further plans for social justice work (chosen topic: Climate Change) and discussions on theology. We will be trying out a more structured schedule for meeting topics and evaluating success and failure throughout the year. YAC's goal is to provide more support for YRUU to avoid putting too large a workload on our youth, while still retaining youth empowerment.
4. I will be spending the last half of September making plans for Adult Faith Development for 2017-18. The Facebook Discussion Group for world religions will be relaunched and provide online faith development as we begin our World Religions year; in addition, I am anticipating offering a series of classes that relate to world religion, although in a different format than was provided 2 years ago. We are also planning a 3-class workshop on the UUA Common Read "Centering: Navigating Race, Authenticity, and Power in Ministry", by Mitra Rahnema, to be facilitated by Rev. Jamie McReynolds. Other opportunities (a long list!) will be explored this month.

Personnel Committee

The Personnel Committee consists of at least three members, one of whom is also a Board member. The committee develops, reviews, and recommends personnel policies to the Board. It also makes recommendation to the Board on various personnel matters pertaining to hired staff. Specific responsibilities include:

1. Review personnel policies annually and, when needed, make recommendations to the Board for changes.
2. Work with supervisors in creating position descriptions and developing and hiring all staff positions, with the exception of the minister.
3. Sit with supervisors for annual review of employees, if or when requested.
4. Receive and review annual employee evaluations.
5. Hear grievances as outlined in the Personnel section in Part III of this manual.
6. Conduct exit interviews when considered appropriate.
7. Prior to final budget development, meet with staff that receive both salary and benefit compensation, and advise Board of recommended agreements.
8. Write committee report prior to annual meeting.

The minister shall be an ex officio member.

Draft (from flip chart paper brainstorm) UUC Board Retreat August 19, 2017

(VT Women's Center)

Participants: Amy, Pam, Jennifer, Susan, Bill, Irene, Tim, Ellen

Think about:

- 1) prioritizing and
- 2) assessment (over time and at end of year)

GOALS – NOT in Priority Order

- Support the Minister
- Educate/Collaborate/Outreach
 - Learn about other faiths / churches (e.g. guest ministers)
 - Partner with Black church (short lived attempt a few years ago)
 - Clergy from multiple faiths serving as community for and with Pam (one of her goals)
- Communications/identify, assess, and improve
 - Website, newsletter, email, postings, other? (neon sign in Elarth?/ Foyer?)
 - Website management – staff? Volunteers? Policies? Public v members only sections?
- Explore a move to Policy Governance framework
 - Vision statement – a strategic plan committee?
 - End Statements – Policy Governance
 - Explore policy governance as it applies to UUC, study Asheville (visit?)
 - Take policy governance to the congregation
- Current Policy update and alignment – if it's not working, why not? and adjust
 - Guide of policies and related procedures for all – board, leaders, and congregants
 - Communications of policies/procedures – changes to policies, new policies (e.g. newsletter), location on web site, etc.
 - Evaluate and align committees structures, purpose (strategic planning, personnel, ministries, leadership development, others?)
 - HR / Personnel committee? e.g. explore (better?) employee health benefits

UUC BOARD MEETING AGENDA
September 14, 2017

7:00-7:15

Chalice Lighting & Reading
Check-in

7:15- 7:20

Review and Accept Current Agenda
Proposed motion: Approve agenda

7:20-7:25

Member Forum

7:25-7:30

Consent Agenda: Approve
Minister's Report
Administrator's Report
DLFD's Report
Previous meeting minutes

7:30 – 7:40

Treasurer's Report (Bill will be absent)

Old Business

Revisit and finalize Board covenant statement

Discuss staffing of committees/teams

COM: Pam will provide list of nominees for Board approval

Personnel Committee – 3 needed. (See definition in Sept. Board folder)

Strategic Planning/Vision task force staffing

Ellen plan to involve the Program Council in this effort

Validate/prioritize our list of goals for the coming year (See document in Sept. Board folder)

Form sub-committee to work on metrics

Social Justice Activities

Pam report on Environmental effort and meeting with Citizen's Climate Lobby

Update on Racial Justice activities – Pam

Need for some coordination/clarification of various SJ activities

Break and Refreshments

Report on plan for attacking policy update effort - Ellen.

New Business

Set date for Startup Weekend workshop for the Board.

Suggestion for Board member participation in services

9:00-9:05

Select opening words volunteers for next meeting

Refreshment volunteer

Reminders of upcoming events

Extinguish Chalice and Adjourn Meeting