

# Highlights from the UUSIC Board Meeting

Thursday, May 12th, 2016

The full Board met on May 12th in Adam Ingersoll's office. One guest, Nancy Noyer, was present. Rev. Protzman read the opening words.

- After noting that Jessica's staff report and recent newsletter articles have been excellent, and announcing that the revised alcohol policy is now in effect, the consent agenda was approved.
- Nancy Noyer led the Board through a discussion of the revised Employee Policy manual. In regard to the statement under *Church Membership and Employment*, "It is preferable that employees of the church shall not be members of the church," the Board asked that it be changed to "A staff person who is also a member will recuse him/herself when issues that present a conflict of interest are brought up." This person would not chair committees, but could lead a council. A letter of agreement to this effect would be written.
- Staff Revisioning: The Board discussed the newly developed Director of Congregational Life job description and approved three motions: 1) to hire a full-time Director of Congregational Life, 2) to approve the job description for the Director of Congregational Life with the understanding that the search committee may amend it, and 3) to approve a Director of Congregational Life search committee. Steve Vincent will lead the search committee.
- \$40,000 has been offered by two anonymous donors to seed a special fund to expand our staff, with the goal that 2-3 times this initial amount could ultimately be raised and with the clear understanding that donations should be only in excess of existing capital campaign and annual pledge commitments. \$80,000 to \$100,000 total would pay for a staff expansion through 2018 while the membership and pledge base is built up. The rationale for the special fund is part of a larger communication the Board is preparing for the May 22nd Congregational Meeting.
- A motion that "UUSIC establish a special fund for the staffing growth necessary to fulfill our mission, vision, and the goals established in our strategic plan and facilities votes, which called for a plan for expanded ministry" passed unanimously.
- A motion to "Amend the Social Justice Action Fund policy as proposed by the minister to remove the conflict with the Endowment policy regarding funding sources" was approved.
- Net income from the Treats and Talents Auction was \$16,289.29. Rev. Protzman recommends distribution as follows: \$6,000 to the budget; \$5,000 to the Social Justice Action Fund and \$5,289.29 to the Board's discretion. The Board formally approved this action.
- Members who attended the MidAmerica Regional meeting reported on their impressions and noted they wished more people could attend.
- A motion to name Vicki Siefers, Dave and Diane Martin, and Kurt Friese as delegates to the UUA General Assembly was passed.
- Land Ministry: A motion to "Affirm Kurt Friese as Co-chair and Deb Schoelerman temporary Co-chair of the Land Ministry Council" was passed.
- Plans for the May 22nd Congregational meeting were made. A discussion of facilities updates will be held during the Ingathering time, with an invitation to stay after the teacher reception for further discussion. A continuation of the Revisioning discussion will be held at a forum on June 19th.
- Announcements: Applications for the DLRE job will be open until June 1st; the CYC picnic will be May 21st from 11 am to 2 pm at Kiwanis Park; Jessica's going away party will be July 15th.

Steve Locher offered closing words and President Olson adjourned the meeting at 9:08 pm.

—Recorded by Jeanette Carter, Secretary