

## UUSG Board Agenda August 8, 2017

As we gather together for the work of this evening, let us remember the deeper reasons for our meeting: nurturing relationships, encouraging constructive change, acknowledging and guiding into reality the best dreams of this community of faith.

Being desirous of promoting practical goodness in the world and of aiding each other in our moral and religious improvement, we have associated ourselves together, not as agreeing in opinion, not as having attained universal truth in belief or perfection in character, but as seekers after truth and goodness.

### **Opening Meditation/Reflection:** Gail

Opening words/reflection September 12: Nancy  
October 10: Kathy  
November 14: Brian

### **Board Member Check in** - all, 5 min

**Regular reports** - 5 min. To save time we will accept all reports with one motion unless a board member requests a separate discussion

Prior Meeting Minutes (Secretary)  
Finance (Treasurer)  
Councils (VP's)  
Sr. Minister  
Asst. Minister  
Congregational Administrator

### **Announcements:**

Upcoming events: Leadership Retreat Aug. 27 11:30-3 - signup for potluck

Host Coffee Hour Sept. 10 - sign up

Board-Catered dinner Sept. 16 – sign up

### **Old Business:**

Board/Congregational goals for current fiscal year (Appendix A)

Copier/Printer policy (Appendix B)

Leadership Retreat – Setting date for a planning meeting

Sunset clause on restricted giving

### **New Business:**

Presentation on Infrastructure (45 min.)

Approve new Team Chairs: Kevin O'Neill, Facilities; David Davis, Communications

Interim Ministry:

Questions for Aug. 27 (Appendix C)

How to disseminate to the congregation the statement about the Interim Ministry (Appendix D)

Time and Talents survey (will be distributed, but can be previewed at the end of the Leadership Orientation binder – bring completed copy and edits Aug. 27)

### **Comments by UUSG Members and Friends**

**Next Board Blog –** August 28– Gail  
September 25 – Nancy

### **Covenant of the UUSG Board of Directors**

As members of the UUSG Board of Directors, we promise to each other and to the congregation at large to keep the best interests of our church community in our hearts and minds as we work to advance its mission and manage its resources responsibly. Toward this end, we will:

Faithfully attend Board meetings and come fully prepared to address the issues before us

Engage in open and honest communication, freely sharing our own views and respectfully listening to the views of others, even if they conflict with our own

Show kindness and appreciation to each other, and presume the best intentions in all

Step up as individuals to take on tasks that need to be done, and invest the time and effort to do them well

Communicate to the congregation with candor and diplomacy, and seek their views on major issues before the Board

Maintain appropriate confidentiality on those matters which require it

Speak as one voice in support of decisions and policies made by the Board

In this spirit, we join together to help the UUSG community realize its fullest potential now and in the future.

Appendix A:

**Congregational Goals – Subgoals reflect intentionality**

1. Growth to achieve our vision

Subgoal: Strengthen Stewardship program to build relationships

Train Stewards on 1 on 1s

Email stewards monthly to suggest ways they can connect with their contacts

Membership will invite students to sign the book

Metric	FY2016	FY2017 Goal	FY Actual	FY18 Goal
Number of Stewards	23	43	30	40

2. Make a positive Difference in our community

Record volunteer names and hours ASAP, including Habitat, FRVI, etc.

Metric	FY 2017 Goal
Volunteer hours on BOW Projects	6500
Number of Unique volunteers on BOW projects	300
\$ Contributed to BOW causes	\$25,000

3. Increased Congregational Engagement

Update Time and Talents and Share results with Team Leaders

Metric	FY2017 Goal	FY2017 Actual	FY18 Goal
Avg. worship attendance (all services)	190	177	
% of Congregation involved in at least 1 UUSG function or activity	80%	89%	

4. Staffing and a facility that supports our vision

Metric	FY2017 Goal	FY2017 Actual	FY18 Goal
Fair compensation	Maintain budget within UUA guidelines	We were below on salaries	

5. Align finances to meet the vision

Metric	FY 2017 Goal	FY18 Goal
Budgeted revenue supports growth in staff, programs, and facility	5% growth in pledges	

6. Experience a Successful Ministerial Transition

Board Hires an Interim Minister who starts in FY 2018

Inform the Congregation about the Interim Ministry Program

Vote to engage in the process

Appoint a Interim Task Force which

- creates an information packet
- completes Application for Interim
- prepares draft contract
- interviews potential candidates
- executes a contract

Celebrate Lindsay's ministry

Board votes on Emeritus status

Festival of the Arts June 16, 2018

Appendix B:

**Copier/Printer Rules**

In order to cut spending, to reduce our carbon footprint, and to relieve pressure on our staff,

- The mini Pioneer will no longer be printed beginning September, 2017
- Announcements will be projected before, between, and following services
- The mini Pioneer may be accessed from the website
- The order to worship will be projected during the service
- Financial reports, the Annual report, and the Directory will not be available in print form
- No more than 50 copies of special announcement handouts will be printed on the church copier/printer. During the service, it will be announced that these are available for people who choose to take them home.
- Copy codes will be available to office staff, LRE, Music, and Facilities.
- There is to be no sharing of copy code numbers
- Materials for board, team, and committee meetings (agendas, handouts, etc.) may not be reproduced on the church copier/printer
- Individual requests for copies may be submitted to the Board via [boardpresident@uusg.org](mailto:boardpresident@uusg.org)

## Appendix C

### **Congregational Needs and Strengths:**

What are the strengths of this congregation? (List 5)

What areas of focus are needed for the interim ministry?(what needs attention, where is there conflict, what are the challenges? (List up to 5)

Desired strengths of an interim minister (List up to 5)

Current areas of momentum that should not lose steam during the interim time: (List up to 5)

What current traditions or programs do you wish to maintain: (List up to 5)

## Appendix D

### **THE CONGREGATION SHOULD BE PROVIDED WITH THE FOLLOWING STATEMENT BEFORE THE INTERIM MINISTRY PROGRAM IS VOTED**

It is understood, in accordance with the established policy of the Unitarian Universalist Association, that the interim minister is pledged not to become a candidate for the congregation's called ministry, not to serve the congregation for more than two years (with a limited exception for interim ministers of religious education and interim associate and assistant ministers), and not to discuss specific prospective candidates for the called ministry of the congregation with the ministerial search committee.

It is also understood that interim ministers both carry out the normal responsibilities of congregational ministry, including worship and pastoral care, and also assist the congregation in addressing the following interim tasks:

- claiming and honoring its past and engaging and acknowledging its grief and conflicts
- recognizing its unique identity and its strengths, needs, and challenges
- understanding the appropriate leadership roles of minister(s), church staff, and lay leaders and navigating the shifts in leadership that may accompany times of transition
- making appropriate use of regional, UUA, and other outside resources
- renewing its vision, strengthening its stewardship, preparing for new growth and new professional leadership, ready to embrace the future with anticipation and zest