

**Harrisonburg Unitarian Universalist Church
Board of Trustees Meeting**

Minutes

Date: January 8, 2017

Time: 12:00-1:30 PM

Place: Board Room, HUU

Present: Grayson Sless , Moderator
Rick Sider, Treasurer
Richard Wolf, Board Member
Rebecca Harris, Board Member
Jennifer Perry, Board Member
Wonshe, Community Life Coordinator

Absent: Shirley Vasy

Call to Order: The Meeting was called to order at 12:00 Noon by Grayson Sless, Moderator

Quorum: Yes. Shirley's absence was noted, with Richard announcing that he had agreed to serve as note-taker for the minutes and provide a draft.

Approval of Minutes: December minutes were reviewed and approved.

Agenda: Members approved the agenda as offered and confirmed receipt of items provided for advance review:

Goals / Aspirations (from Jennifer); Growth Plan / Developmental Minister Proposal (from Rich)

Treasurer's Report: Members acknowledged receipt and review of our current budget.

Ongoing Items:

A. CLC Updates:

1. Wonshe confirmed that she approaches her work with HUU with mindfulness of the consultative nature of the position, as it is evolving with her engagement with diverse aspects of our community. In that capacity, the offering of

ideas, recommendations, suggestions, and professional opinions on what's best takes place with no particular agenda (or "end"). She expressed wanting to stay with HUU, while detached from any particular outcomes of staffing shifts (or future professional staffing structures).

2. Success of the January 6th concert was reported, with about 35 people attending. Community events like this (like the upcoming over-crowding documentary viewing connect us with and serve the wider community.

3. Cris (Crystal) Tolbert was introduced as our new Administrative Assistant to the assembly on 12/18. She is taking initiative in creative and thoughtful ways.

4. Our Religious Exploration Director will work on a summer plan for child care. Eight adults are approved (according to Safe Church protocols) to be working with RE.

5. Wonshe recommended re-structuring as a way to avert the isolation of committees, especially for a community of our size and with our leadership dynamics. She noted that we have a lot of committees for a small congregation, fostering a sense of ownership contrasted with collaboration. Clarification of questions as to who drives processes and takes leadership (and how) is recommended.

B. Other Community Feedback & Committee Updates

1. Many thanks to Pam H. for her work on our shed-roof replacement (and to Wonshe for facilitating this).

2. a. Worship Committee Update: Rebecca reported that the WC meets next Sunday 1/15 for strategic planning and budget items, followed by a special meeting on 1/18 on restructuring. She reported that scheduling dominates WC business, along with concerns regarding coordination with RE and children's presence / involvement during services, towards increasing participation. It was noted that Kathryn attends the first part of WC meetings.

b. Social Justice Committee Update: Ralph Grove is retiring and leaving the JC Committee. Jennifer will speak with Elizabeth Franks about servings as committee chair.

c. Rebecca will research Safe Church policy as to location and availability of changing tables.

New Business

A. Richard invited Board consideration of the role of “discernment” in presentation of our goals / aspirations initiatives with the congregation. In his experience, this is a mindfulness of “Source”: How can we use and integrate our Sources into our collective vision, acknowledging the possibility of a Greater Good, beyond the sum of even our own best intentions.

B. Grayson led a discussion to clarify which Board positions and terms would be presented to the Nominating Committee. Les Grady will be invited to convene (and chair) a Nominating Committee. It was noted that the Treasurer is elected separately, and that nothing limits terms of Board Members. Structuring possibilities were discussed. The Nominating Committee will be asked to offer nominees for one two-year term, one three-year term, and a Treasurer (presuming that Jennifer, Richard, and Shirley continue for their terms).

C. Office Administrator update. Rich Sider made a motion to hire Crystal Tolbert as Office Administrator, Seconded by Rebecca Harris. Passed: Unanimous

Follow-Up Items

- A. Discussion of our intentions toward engaging a Developmental (or Consultative) Minister was led by Rich, in response to his written proposal. He noted how some of the material can be integrated with Steward Sunday content and themes. Rebecca noted that we may need to further develop “challenges”; and that goals and aspirations could be met through the work could be met by the work of a lay person and / or via committee re-structuring. We’ll be challenged to solve specific institutional problems in communication and consideration of this initiative. Rich noted that “Consulting Minister” may be more appropriate (from a UUA perspective) to our situation: working with UUA in recruitment (and structuring) would limit us to employing a person $\frac{3}{4}$ time. Doing our own process may be advisable.
- B. Naming this process as consideration (discernment) of “viability and intentional strengthening of community” may presume the widest appreciations of “growth” (beyond numbers). Rich suggested that we could establish the position as time-limited to 3 years to discern what ministry needs are longer-term. Rebecca added that a Consultative Ministry ought also be charged with fostering (“growing”) our Lay Leadership goals and identity.
- C. Development and promotion of congregational engagement were discussed: A session on February 11th will invite participants into a wider appreciation for “growth”, as has the Board, and begin dialog on a plan for HUU. Supported by Stewardship Sunday (and Membership?) events, additional dialog sessions will be offered to expand congregational knowledge of our proposed Goals and Aspirations. Grayson and

Richard will work to plan and promote the February 11th “Intentional Strengthening” event; Rich will forward Grayson slides from the Richmond workshop.

- D. The Board approved a motion to move ahead (as discussed above) with the proposal / plan to recruit and hire a Consultative (Developmental) Minister.

Pending and Accomplished Tasks

- A. Funds for travel and expenses for participation in General Assembly or Regional Assemblies may be drawn from “Board Training and Expenses” as budgeted. The Board approved keeping the same budget (for 17-18) for Board Expenses.
- B. We affirm more community events, open to the public, which have been well-received.
- C. Communication regarding the accessibility of our Operations Manual is in-process.

Adjournment

The Meeting was adjourned at 1:30PM.

Respectfully Submitted,

Richard Wolf, Substitute Secretary

Shirley Vasy, Secretary