



Minutes of the Meeting of the Board of Trustees February 18, 2020

Board Members Present: Sandy Wade, Tawana Allen, Colin Hood, Catherine Barnes, David Reynolds, Ann Doss Helms, Cindy Hostetler

Not Present: Rocky Hendrick, Margie Storch

Coordinating Team Present: Jay Leach, Eve Stevens, Doug Swaim

Call to order, chalice lighting and welcome

Eyes and Ears. Meet the Board conversation on “Where Does Our Money Go” went well. One question around deficit budget and when do we drop programming? Suggestion to have a chip to drop in a jar, or other way to let people indicate ask what they wanted to drop. Four people joined the Focus 2020 session last Sunday and all questions were answered. Had a “Meet the UUCC” and had over 20 people. Fred McClellan did a great job explaining stewardship. Had a meet your coordinating team session – good group of curious people; some asked: “How do we know we’re making progress on our Vision/Mission?” Another question about how to learn more about budget before the Congregational meeting.

Approval of January Minutes. Approved.

Coordinating Team Reports.

- Stewardship Team Report. Board member asked whether we discerned from the Stewardship team what a “good” pledge commitment range is? Jay responded that any such number is grounded in the assumption that most people have the same resources, which is not true, and that communicating averages can do damage on both ends.

Current Business

- **Congregational Covenant.** Rob Marcy presented to the Board. He said that the Covenant Team hopes to have a draft covenant to facilitate conversations in-between and after service. They have reviewed documentation we already have here, and other congregation’s covenants. They are trying to strike the right balance of length and content with talking points on how it can benefit the congregation. The current draft is being worked on by team and should be ready in a couple of weeks. They would like to have informal chats in Freeman Hall after that. Once edits/feedback are received then they plan to have more formal interactions and maybe use some of the same tools as the Focus 2020 effort (e.g. surveys). They would like to have a draft to the Board by June and would like to

propose a September Congregational meeting for a vote on the covenant. If that is approved, the Team would develop a policy/framework.

- **Executive Session** concerning a member
- **Discussion of Focus 2020 Update.** Catherine provided the Board with an update, indicating that the Focus 2020 group led by Barry has done a great job. They hope to have absentee ballots at a table in Freeman hall so that people can vote, and hope to have online absentee ballot as well.
- **Nominating Committee for new Board Members.** The Board discussed a suggestion, arising from CT information session, that the nominating committee should be selected from members of the various teams, as opposed to just chosen by the Board. The Board agreed to ask teams for members willing to serve on nominating committee. The Board will communicate with nominating committee about goals surrounding diversity, etc.
- **Staff Survey.** The Board discussed feedback from staff about the survey itself, and determined that no particular edits were called for. Board will get the survey out.
- **Update Staff Transitions.** Doug gave an update on the process by which Alesia and Belinda will transition into their new roles, including updated job descriptions. The Board will get a chance to see the new roles once they are written.
- **Measurement Framework.** The "Measurement Committee" of the Board, comprised of three Board members, has worked since October to develop a framework by which we measure our success as an institution. The Board and CT discussed the framework at length. Questions included: How do we monitor the growth of what is happening in the congregation? How do we balance quantitative and qualitative information? How do we deal with the fact that qualitative information will be affected by the inherent filters that the persons providing the evaluation? How do we survey and have a finger on the pulse of the community? Who provides which information? (The team leaders can be gathering the quantitative and the team as a whole could give a qualitative measure.) What kinds of desired outcomes are we looking for? What does success look like? The Board agreed to take what we have developed thus far and work as a whole figure out the insights needed to monitor progress.