



Minutes of Meeting of the Board of Directors

Tuesday, September 10, 2013

- ✓ Bill Pokorny, President
- ✓ Pam Tilbrook, VP Administrative Council
- ✓ Dan Masini, VP Program Council
- ✓ Bill Scown, Treasurer
- ✓ John Towell, Secretary
- ✓ Patricia Ward, Director
- ✓ Dick Yingst, Director
- ✓ Lisa Gades, Director
- ✓ David de Coriolis, Director
- ✓ Katie Phillips, Congregational Administrator, *ex officio*

Jim O'Malley, Asst. Treasurer, *ex officio*

Lindsay Bates, Senior Minister, *ex officio*

1. Call to order, Opening Words, & Good Books Recently Read
2. Continuing Education: Discussion of Carver Model of Policy Governance; Bill Scown proposed to continue discussion next month
3. Regular Reports:
 - Prior Meeting Minutes. The minutes of the previous regular meeting in August were received.
 - Sr. Minister. Although absent due to illness, sent email indicating "Nothing to add to written report."
 - Councils (Committee Reports)
 - minutes will be given three days for review by board members before general distribution
 - committees are satisfied with Mini-Pioneer, so let it be
 - Treasurer / Finance: working on policies but a few more meetings will be required to have a product
 - Administrator. Nothing to add.



4. Human Capital Campaign Update

David de Coriolis:

- committee had preliminary ad hoc meeting; tentatively agreed to raise \$250-\$300 k for additional funds to initiate search for Assistant Minister
- campaign requires six weeks to communicate with congregation for campaign to generate these funds over a three-year period
- since two capital campaigns in last ten years have been successful, history is good for the congregation's ability to achieve goal
- this is also an achievement that serves UUSG well when communicating with prospective candidates
- it is important that the campaign be initiated ASAP => need for an event to communicate with congregation
- ad hoc campaign committee question whether the proposed survey is too long and whether it should only deal with two questions: (1) do we want an Assistant Minister?; (2) are we willing to pay for it?
- annual cost of an Assistant Minister is projected at 25% above the current pledge level
- need to meet next Pioneer deadline (4th Monday) to send message to congregation
- a summary of the ad hoc meeting will be coming soon

Dick Yingst:

- we have a major issue as the Search Committee has been operating under assumption that the decision to hire Assistant Minister has already been made
- hence, the current survey is intended to find out what kind of Assistant Minister the congregation wants/needs.

The Board discussed and agreed that the decision to hire a second minister has already been made, so the survey does not need to address that question.

Discussion ensued regarding structure of campaign with consideration of the goals

MOTION: The Board resolved that a campaign should be conducted in accordance with the general recommendations reported by David de Coriolis.

5. Personnel Committee: currently consists of Bill Pokorny and Dan Masini; Katie met with insurance people and need policy in three weeks; board should read policies on equal opportunity employment, anti-harassment, at-will employment, and employee discipline and conduct that Bill Pokorny distributed in the Evernote board packet today and send comments within 1 week.



6. Boundary Issue
Surveyor will soon be planting markers which should resolve any disputes with neighbors to the west.
7. Facilities: The Facilities Committee requested additional funds for brass plates identifying the boundary markers for which the Board previously approved funds, and to record our survey with the county recorder.

MOTION: motion approved for \$200 to go to boundary markers as requested by the Facilities Committee.

8. Plate Collections
 - Bill Pokorny asked whether the Board should include discussion of how plate collections are allocated and who makes decisions about recipients of plate collections for a future meeting.
 - The Board referred the issue to the Councils for further discussion. Dan Masini will alert the Social Justice Committee so that they are prepared to discuss the issue. If the consensus is that some change from the current system is needed, the Councils are asked to provide feedback to the Board for decision.
9. Leadership Forum Announcement: Bill reported that as a follow-up to the August leadership retreat, the first Leadership Roundtable will be held on Sunday, September 22 after the second service. The topics will include an introduction to using Evernote and Google Drive for team collaboration, and open discussion of the teambuilding concepts discussed at the retreat. Bill invited ideas for future roundtable discussions, and solicited volunteers to present on topics of interest to lay leaders.
10. Social Hour: Reminder that the Board is scheduled to host social hour on September 22. Dick Yingst has volunteered to coordinate, and will send a reminder e-mail.
11. ADJOURNMENT motion to adjourn at 9pm

Respectfully submitted,

John Towell

Secretary