

Board Meeting Minutes

Email: board@gnuuc.org / Slack: <http://nashvilleuu.slack.com>

19 January, 2020 12:45pm to 2:45pm

I. Check In (1:00pm - 1:18pm)

A. Chalice Lighting

1. Thoughts for those of us who are not with us today.
Gratefulness for the people that are here.

B. [Covenant Review](#)

C. Check-in/Attendance

1. Present: Sandy Blanz, Rev. Cynthia Cain, Susan Menking, Nathanael Reveal, Caren Spencer-Smith, Theresa Tarkington-Kersey
2. Absent: Eddie Bailey, Jennie Gemignani
3. Proxy to Nathanael Reveal: Jennie Gemignani

D. Check-in Question

1. We're at the half-way mark for the church year? How does that make you feel?

II. Consent Agenda (1:18pm - 1:00pm)

A. Financial Reports

1. [Budget vs Actuals as of January 2020](#)
2. [Statement of Position as of January 2020](#)

B. Approval

1. Consent agenda unanimously approved.

III. Discussion Agenda (1:20pm - 2:30pm)

- A. [Updated Public Statement Policy](#) is ongoing work. Please look to the February agenda for a revised policy.
- B. Please take a moment and skim through the [Assessing our Ministries and Leadership](#) handbook from the UUA. This will be the general framework we will use in the next 6 months as we check in with the congregation and look to strengthen our ministries. Expect a condensed commentary of Rev. Cynthia.
- C. Revision and Expansion of [Current Membership Protocols](#).
 - 1. For a congregation which fully understands the need for membership growth, there seems to be very little actual energy and resources put into the membership process.
 - 2. Everyone in the congregation is on the membership team in that each person contributes to a culture of welcoming.
 - 3. The Minister will be holding New Member Orientations on the first Sunday of every month.
 - 4. A member of leadership (Board, Shared Ministry, Healthy Congregation Team) will be asked to attend along with the Minister.
 - 5. Membership is a fundamental component of a sustainable congregation. It must be given an appropriate amount of energy. It's important to accept each other now with unconditional love. This helps set the stage for welcoming.
- D. 2nd Sunday Board Listening Sessions
 - 1. On the second Sunday of the month, two board members will be available during lunch to field questions.
- E. Discuss Possible Changes to the Nominating Committee
 - 1. Current Bylaw Language
Develops a slate of nominees to fill such vacancies in the ranks of the officers of the Congregation and of the Board of Directors as shall be open at the time of the Congregational meeting.

Nominations should be made from among those most qualified through formal training and experience to perform the responsibilities of their specific offices, and should be consistent with established policies, and the principle of formal progression in the development of Congregation leadership.

2. Possible Changes per [UUA best practices](#)

(<https://www.uua.org/leadership/library/develop-leadership-development-teams-not-just-nominating-committees>):

- a) the Nominating Committee will become the Nominating and Leadership Development committee. It's mandate will expand to include leadership development as well as developing the slate.
- b) Over the course of the year, identify and develop leadership potential in members of the congregation with awareness of diversity and inclusivity.
- c) For the annual Congregational Meeting it will propose a slate of nominees to fill scheduled openings on the GNUUC board.
- d) Coordinate with the Minister to host an annual "ministry fair" to connect volunteers to opportunities for service.

3. Thoughts and Comments

- a) This helps support our plans to improve the welcoming / membership process at GNUUC because it helps people see how they are needed and how they can contribute.

F. Discuss Possible Changes to the Board Structure per [Governance and Ministry](#) (<https://www.amazon.com/Governance-Ministry-Rethinking-Board-Leadership/dp/1566993709>)

1. Current Bylaw Language

The Board of Directors shall consist of three Directors-at-Large, the President, the Vice-President, the Secretary, the Treasurer, and the Minister. The Minister shall be a non-voting member of the board.

2. Proposal

The Board of Directors shall consist of seven directors and the minister. The Minister shall be a non-voting member of the board. The directors of the board will elect from their ranks at least one Moderator. The moderator(s) shall set the agenda for Board Meetings and Congregational Meetings. The board shall appoint the Treasurer.

3. Thoughts and Comments

a) People want to know to whom to bring concerns. People default to the President and the Minister as visible people. If we make a list: whom do you talk to about what? This will empower people to start to engage the issues that are important to them.

b) Using the word “Moderator” / “Co-moderator” is a more accurate word for the role than the current “President” plays.

IV. Action Items for the Board (2:20pm - 2:25pm)

A. For President

1. Post minutes to the website.
2. Prepare and circulate background information about how the Board operates under Governance and Ministry to help support 2nd Sunday listening sessions. Help people answer the question, “What does the Board do? What does the Board not do?”

B. For The Board

1. Review documents referenced in the agenda.
2. Begin 2nd Sunday listening sessions. Next listening session is February 9th.

V. Check Out (2:25pm - 2:30pm)

A. Did we begin and end on time?

1. Started late. But we caught up through good time management. Ended on time.

B. Was there enough time for discussion?

1. Yes. We bumped the calendar review to the next meeting.

C. Did everyone feel they were heard?

1. Yes. Each person was able to contribute to the conversation.
- D. Are there any improvements we could make to our process?
1. Be realistic about the amount of work the Board can accomplish in one year, which is really only about 10 meetings.
- E. What did we do well that we should continue to do?
1. Limiting the number of discussion topics per board meeting.
 2. Giving people time to reflect.
 3. Making sure the topic of discussion is clear.

VI. Board Huddle (2:30pm - 2:45pm)