

MEETING MINUTES

For Meeting of the Board of Trustees: April 8, 2008
Valley Unitarian Universalist Church, 6400 W. Del Rio St. Chandler, AZ

On the Path to Greatness: Enriching People, Changing Lives and Reaching Out to Others

Charlie T, *President, 2007-08*

*	Joel S	Secretary	*	Barb T	Trustee
*	Barbara F	Trustee	*	Anne S	Trustee
*	Jim N	Trustee	*	Janet C	Trustee

Board Members Present: Charlie T., President; Janet C., Joel S., Barbara F., Anne S., Barb T., Jim N.

Staff members present: Lone J.,

Members present: Debbie D.

The meeting was called to order at 7:00 P.M.

The first order of business was an executive session for discussion of the minister's contract and the procedure for review and revision of the ministerial contract.

The Board adjourned from executive session and reconvened the public meeting.

After executive session, Jim N. moved to send the ministerial contract back to the task force for renegotiation. Seconded by Anne S. and approved unanimously.

The next order of business was a presentation by Lynn D. on behalf of the Social Action Committee for the focus charity nominations. There were four nominations. Circulo de Amigas provides medical and charitable services in to the poor in Nicaragua. It is funded through private donations. Volunteer activities for the congregation would be funding and volunteer obligation. Whispering Hope Ranch in Payson provides a healing environment for the physically challenged and a rescue for at risk animals. Its source of funding is donations, it has a large donor base. Volunteer opportunities include working at the Ranch in Payson or working at the administrative office. The third nominee was National Relief Charity Council of Indian Nations. Its source of funding is donations. Volunteer activities would include packaging boxes or working at the warehouse. The fourth nomination was Paz De Christo, which the congregation supports already with volunteer activities. The Social Action Committee also considered continuing the

support of the Chandler Christian Center as the focus charity from this year. the Committee recommended to the Board that it approve Chandler Christian Center as the focus charity. The Board agreed with the Committee's assessment. Jim N. said that the Committee should give a presentation on Chandler Christian Center and why it is recommending continuation for a second year following the policy adopted by the congregation for recommending a focus charity from the nominated charities.

The next order of business was a review and approval of the March 11, 2008 minutes. Jim N. rewrote the text of the motion for the minister's sabbatical. He also recommended other changes, which were agreed to, minutes were approved with the amendments.

Next, Lone J. gave her minister's report. She gave her sabbatical plans, from mid-June through mid-November, returning for the Thanksgiving service. She discussed her plans with the Carole C. as discussed at the last meeting. Lone will be spending part of her sabbatical in Denmark attending a seminar in Danish on religion in the 21st century. She will complete her sabbatical at an Alban Institute Workshop on the Finish Line, how to make the last 5-7 years in ministry your best and leave a legacy. She also discussed her conversations with Carole regarding capital campaign planning. She also discussed the uncertainty among the leadership regarding finances and the need to maintain a steady hand in the face of the difficulties.

Next, Joel S. gave the financial report. The Board discussed the proposed 08-09 budget and discussed instructions to the Finance Team and staff to find other expenses to reduce savings to achieve and revenue to enhance to balance the budget. Minimally, the \$4,378.00 deficit should be eliminated. The Board emphasized maintaining staff COLAs.

Next, Anne S. provided a Stewardship update regarding this year's Stewardship campaign.

Jim N. discussed the Board covenant and gave the Board a copy of the covenant.

Next, the Board discussed who is going to run for the Board again. Charlie T, and Janet C. are up for re-election but are not going to run. Charlie T. asked Board members to pass along nominations for Board members to the nominating committee.

Next, the Board discussed the congregation's status as a Fair Compensation congregation. The only position that falls below minimum guidelines for a mid-sized III congregation is the Business Administrator. The Board asked the Finance Team and Personnel Committee to consider adjusting the Business Administrator salary to meet the minimum guidelines. This would involve an approximate \$500 increase in the currently proposed compensation for the 08-09 budget.

Anne S. next presented on the leadership assessment process. Anne S. prepared an outline of the leadership assessment process. There was a discussion about the procedure. The evaluation will proceed according to Anne's form and evaluation.

Anne S. updated the Board regarding the SFTF weekend.

Jim N. asked how the list of members who have moved or have left the congregation are tracked. Anne S. said that D. Clowes maintains a list in her role on the membership team.

For “What are we Hearing,” Barb T. noted conversations she has had about creating an environment to engage younger adults. She used James Ford’s blog as an example. Barb also noted conversations that we have not made progress in terms of organizing and advertising volunteer opportunities. Anne S. said we should have a system for members to sign up for volunteer opportunities every Sunday.

The next agenda item was transitioning to a new Board. Charlie T. suggested that, with Lone on sabbatical in mid-June, we should have a joint Board meeting to transition to the new Board. Barb T. suggested that the June 10 Board meeting include new Board members. Lone J. suggested a Board retreat. On Sunday, June 15, the existing Board and the new Board will meet at 12:15 in the boardroom (tentative). On May 25th, we will have an information session on the budget. This replaces the May 4th meeting.

Who to Thank: Lynn D. for her work with Social Action.

Action items: personal statements for the evaluation; a draft of a procedure for reviewing and approving ministerial compensation; contact personnel committee and finance team regarding business administrator compensation; sending ideas for the nominating team to Charlie; drafting Board Bits article on the budget.

Agenda items for the next meeting will include: budget; ministerial contract; policy and procedure for ministerial contract; evaluations; Stewardship update; confirm date for Board transition meeting

The meeting adjourned at 9:15 p.m. The next meeting is the second Tuesday in May.

Later, in a vote via email requested in April 12, 2008 by the President, the Board unanimously approved Charlie Thomas or Joel Sannes as signators for the documents to convert the Irwin Union line of credit to a fixed rate.