

**Unitarian Universalist Church at Washington Crossing
Board of Trustees**

268 Washington Crossing-Pennington Road
Titusville, NJ 08560



**Meeting Minutes
Wednesday, May 9, 2018**

Marianne Alt, president, called the Board of Trustees meeting to order at 7:05 pm. Also in attendance: Board members: Ed Dobrowolski, Nathalie Edmond Lynne Quinto, , Pam Shadzik (Process Observer), John Ueng-McHale, Colin Unsworth (timekeeper), Susan Irgang (Church Administrator) Rev. Kim Wildszewski.

Absent: Patrick Kahney, Pete Rafle, DLRE Robin Pugh (on Sabbatical)

Consent Agenda

- The slate of candidates for committee/ministry leadership positions has two openings at this time: Chairperson of Communications and Chairperson of Community Building.
- Rev. Kim discussed a sense of anxiety in the congregation. The Capital Campaign, Stewardship Campaign, DLRE Sabbatical, the Minister's short leave of absence and the change in the Auction theme have all contributed. Rev. Kim is exploring the possibility of a workshop to help the congregation to deal with it
- There was a brief discussion concerning postings on the Faith In Action Facebook page related to the Auction Theme. The RCC and Rev. Kim have reached out to those involved. There was also a general question related to posting partisan content on the page. Nathalie, Rev. Kim and someone from the Communications Committee will review the Facebook posting policies and come back to the board with their findings.

The Consent Agenda was approved unanimously with Marianne making the motion and Colin seconding.

Treasurer's Report

- Leadership leaves check was received and placed in the Sabbatical Restricted account.
- Ed asked if there could be a surplus at the end of the fiscal year and Lynne felt that it was most likely.
- We ran a surplus of \$20K* for April, with a \$42K surplus YTD; last year we had a YTD surplus of \$40K at the end of March.
- Pledge receipts were \$31.6K this month; YTD pledges (including late payments from last year) at \$333K, pretty much on budget. Current year pledges are about \$16K behind budget.
- Plate of \$2.9K is on budget for the month (there were five Sundays); YTD plate is \$3K below budget.
- Staff costs on budget for the month.
- Operations was over budget for month, under budget YTD. We paid bills for snow removal for 3/7 & 3/21 storms as well as fire suppression system repair and maintenance and stair lift maintenance.
- Program expenses under budget for month and YTD.
- Have 5.4 months in reserve. (Does not include Cap Campaign)

2018-2019 Budget

The Board went into Executive Session to discuss the budget.

Connections Presentation

The Board was joined by Liz and Brandon Rodenburg and Holly Bussey to discuss a new initiative that the Membership Ministry is hoping to introduce to UUCWC.

The program is based on a similar program at UUCDC (Unitarian Universalist Church of Delaware County) which they call "Growth Through Service". They plan to visit with UUCDC to determine if the program is a good fit for UUCWC and gather enough information to begin implementation.

There are major components of the program:

- The first is to publicize the leadership opportunities and service needs of the church publicly and transparently.
- The second is to discuss with every member the types of service and involvement they are passionate about to ensure that everyone in our congregation is connected with our community in a way that cultivates personal growth.

Transparency/Communication

A website is used to publicize the opportunities available. Open positions are visible, years in advance. Strict term limits are enforced.

Individual Interviews

Every member of the congregation is interviewed once every two years. The interviews are designed to determine the passions of each person unrelated to opportunities available.

Connections

The interviewers work with church leadership and opportunity sponsors to look for matches and to make connections.

Questions from the Board revealed that:

- The interviews are one on one not group interviews.
- Participation is not mandatory

Questions for UUCDC from the Board included:

- Can we get a copy of the script used during interviews
- Do they have a Nominating Committee?
- How does it relate to their Membership Committee?
- What metrics do they use to measure success?
- Who does training for positions?
- How will they sustain program when the originators burn out or leave?
- Ease of maintenance of the software and back end.

The Board thanked Liz and Brandon for their thorough work and excellent presentation.

CFA Public Expression Amendment

The Board discussed the proposal by Sallie Dunner to add the Board of Trustees as an approver for any public expression by UUCWC. There was a concern that members of the congregation might feel that a small group is making decisions without checks and balances.

The Board was in consensus that we would ask CFA to add Board approval to the Public Expression Policy.

Reconsideration of Public Expression Policy Decision:

The Board reconsidered adding Board approval to the Public Expression Policy after the meeting.

An email poll of the Board was conducted.

Here is the text of the email:

Board Members,

Last night we agreed that we would ask CFA to modify the Public Expression Policy to require approval of the Board of Trustees. There is a problem with that approach that we didn't consider at our meeting.

If Board approval is required, only in the policy, it can be removed by the current or a future Board.

I don't think that we thought about this possibility, and it was not our intent. I think that this may cause concern during the Annual Meeting as well.

I move that we ask CFA to amend their amendment to add the requirement of approval by the Board of Trustees.

Here is the amendment as it stands now with the proposed revision in red:

Section 3.1: Public Expression outside of Church. The Congregation may express itself publicly on external issues or debates that are in alignment with Unitarian Universalist Principles. Such Congregational expression will be approved through the Council for Faith in Action (CFA) **and the Board of Trustees**, in accordance with current law governing tax-exempt organizations.

Do you agree that we should ask CFA to amend their Amendment in this manner?
Please respond YES or NO as soon as you can.

Thank you,
Ed

Ed made the motion, Marianne seconded.

Six Board members responded Yes to the email, three did not respond, the motion carried.

Adjournment and next meetings:

The meeting adjourned at 9:15 PM.

Annual Meeting: June 3

Meet the Board June 10.

The next Board Meeting is scheduled for June 13

Patrick will provide opening words.

New Board Members will be Welcomed.

Respectfully Submitted,

Ed Dobrowolski

Secretary, Board of Trustees