

MqtUU Board of Trustees Meeting

Aug. 14, 2016

Called to order: 12:58 pm

Board Members in Attendance: Dea Kowalczyk, Dharmini Robertson, Kathryn Klos, Anne Stark.

Others in Attendance: Teri Rockwood, Barb Michael, gg gordon, Heidi Gould, Nancy Sullivan

Opening Words: 679

Open Forum: No Comments

- I. Approval of May 8 Minutes. Approved as amended. (added Dharmini Robertson to attendees)
- II. Amend agenda to move update board books and GA sharing of ideas to post-meeting discussion so BOT members can leave if necessary.
- III. Treasurer Report – We have \$6,000 increase from the end of the prior fiscal year. For the month of July, 2016, our reserves have increased almost \$1,000, so we're in pretty good shape as we begin FY 16-17. We have received 20% of expected receipts but have only spent 6% of expected expenses while 8.3% of the fiscal year has passed. Nancy Sullivan asked about the Wright Street property, it's totally sold. We are working on refinancing the mortgage. It's a work in progress. The finance committee meeting discussed shopping around to multiple banks (3-4) that might be willing to
- IV. RE Coordinator report – Dharmini got a packet from Becca. Becca is in the process of planning on RE for the year. They worked on a brochure that will be completed by Sept. 1. She has a plan for communicating with Dharmini and gg for what resources Becca will need, including multiple festivals from diverse faiths, planning for open house. Sarah Johnson will be helping with bracelets for the Open House. Decision was made to skip the Peace Camp this year to gather resources for the year.
- V. BOT liaison reports
 - Music Committee – Barb Micheal. Will only work on getting choir together 4 times this year, will work on multiple
 - Social Action committee – Voter Registration will be at Rotary Harbor Fest as well as Rainbow Pride.
 - Community Development Committee – Tim has stepped away and Nancy would like to as well. She's burned out. Needs some fresh blood. Nancy will jot down a list of various activities that the committee oversaw. Will report to Dharmini who will discuss with Dea
 - Communication – Ads still in Marquette Monthly, NorthWind and Marquette Mining Journal. Sending out the mailing for the Open House. Dharmini has an offer from Radio Results Network for a regular radio advertising campaign. Heidi will be in contact with Katie at RRN. We don't want to commit for a year-long contract, we can counter offer for multiple months for special events. It might be helpful to see if we can contact our district representative what an average return on investment on advertising we should expect. Dharmini said Facebook ads are her most useful advertising venue. September might be the best month to advertise on the radio for open house and the Ken Burns Sharps special on PBS. Anne will contact Katie Anderson for an advertising package for September.

VI. Business of the Board

- A. Formalities of new board/start of new board year.
 - a. Welcomed Kathryn Klos to new board.

- b. Anne is willing to stay on as Secretary, Dharmini will stay on as Vice President, Dea will stay on as President.
- c. Bylaws need examining Barb, gg, and Heidi will look at bylaws to see if we need to reconstitute as a 4-member board. This follows a recommendation from GA professionals. Dharmini suggested that we start transition to a new board in January. Mary Maki has been approached but has not responded as a potential board member. Dharmini said she feels we have good community support and we work well together that we don't get in over our heads. We can't badger new people and keep asking people who are suffering from burnout to do the work of the congregation. Heidi said our current bylaws don't have provision for term limits but we do have the flexibility of changing the length of terms. Dea said a friend who has written new bylaws for a different faith organization said our current bylaws are so full of holes that it might be better to start from scratch. UUA has templates. Starting from scratch would be HUGE. Heidi would rather revise the current bylaws with a target of a congregational meeting in January to approve them.
- d. Rules and Responsibilities. Officers seem to know what we're doing. Kathryn will meet with Dharmini to go through her board binder. Dea hasn't had time to organize her presidential binder. Dharmini suggested a binder party so we have an
- e. Board of Trustees Covenant of right relations. Will sign the Covenant next Sunday as part of the 10th anniversary service.

VII. Open House.

- A. Will take place 5-8 PM, September 15
- B. Music. Barb will be staffing the Social Action Committee table. Will hire some outside live music and some recorded music.
- C. Social Action Committee – Barb will have a little hand out but primarily working off the current table.
- D. Teri asked what MqtUU does to meet spiritual needs. Dharmini suggested we do a couple of 20-minute round-table discussions so that new comers can get a little more information/organic conversation about having a faith home. Teri suggested a UUA YouTube video clip. Kathryn is good at putting something like that together. She agreed to do that.
- E. Food – Congregational Pot Luck along with grilled Anne is designated runner for going to get anything we run out of. Dharmini will contact parents of UU kids to attend the Open House. We'll try to recreate the atmosphere like we have during the soup dinner and the Valentines tea.
- F. Brochures – Split up in a few different areas. Make sure we have enough of the welcome trifolds (CDC usually takes care of it, Heidi will be responsible.)
- G. Anne will be here Wednesday to help set up food prep area.

VIII. New Sign

- A. The price tag is \$6991 and the amount will come out the Capital Fund. We'll make it a priority and hope that it will be available by the Open House

IX. Community Development

- A. At GA there were several services that offer community development consultant services. Faith Forward and Living the Seven Principles were the vendors that struck Dea and Heidi as being most useful. The Faith Forward program was developed by the Dallas UU congregation. It's a monthly subscription and there are multiple "paths" where we run up to 35 different sessions over the year.

gg suggested we need more information and volunteered to run the series. Everything is available on line. Living the Seven Principles is an on-site visitation for three days, \$3,000 plus travel and lodging. They are totally different services. We'll take this under advisement

B. Congregational Growth

Leadership conference with EmmyLou in October. Dharmini suggested that we have EmmyLou come in October 1 & 2, and then having Living the Seven Principles to do a weekend workshop in October or November. Dea said we did the BOT retreat in August and the Leadership Conference in September. Dharmini would like to see us reconnected to each other and reaffirming our commitment. Dea said there is so much to be done to put MqtUU on an upward trend, there it takes about three years to recover from a crisis and that the Living the Seven Principles guys would be able to facilitate. This would be more intrapersonal. Barb suggested to make sure Becca would be available for the Living the Seven Principles Kickstarter weekend. The Faith Forward program is more ongoing for community development.

Dharmini says there's a monster in the room that nobody will talk about (the conflict between Nancy Irish and the Board) is still left over from three years ago. There are still so many levels of grief. There is so much history, good, bad and ugly. We are still living in the shadow of what happened three years ago, and we feel uncomfortable talking. There is a fear of getting tangled up in congregational "stuff". a

Heidi said there was no emphasis on covenant and right relations used in dealing with the crises and that we're not living Unitarian Universalist values. We don't evangelize and we don't necessarily know how to live the seven principles. We need to cultivate a sense of more than polite civility.

Dharmini said until the process starts of clearing the air and making sure everybody is really with us. If new members feel the conflict left over from the departure of Nancy Irish, they won't come into the congregation full-heartedly.

Living the Seven Principles is probably worth the investment. Heidi is calling to see if they're still available in September. That could be the Leadership Conference. Then we'll schedule the Board Retreat 9-4 October 1, 2016 With EmmyLou Belcher.

We'll schedule time with Ian Evison later in the year when we have a more specific topic for him to come to address.

X. one-on-one member survey preliminary results

- A. Dea said a lot of the people she's talked to have been members for a long time and they come for the personal connecting. Not a big trend on what's lacking. Ideal Sunday service would be through provoking and challenging. More people is a goal for five years. Having a minister is almost 50/50 at this point. We need pastoral care and a message of the morning, but we may be able to handle those needs within the community. gg said that most of her respondents said we need a minister to be a unifying force. One member said we have a diverse group and we need a minister to unify the activities of the group. When Kayle was here, she was THE minister for UU, and people would see her as a figurehead in the community, a spokesperson in the community.

Dea said there were a few questions about involvement, three fourths just want to come on Sunday morning, most people don't want any additional responsibility. As far as pledging, a good number do it on percentage and the other main method is what is left over after necessary expenses. How we're perceived in the community is that we're not known at all. Community outreach, doing local social

action, local involvement is seen as how we raise our visibility. Social action is split. There's support in the community, but there may be a lack in actually participating.

Volunteering for RE and bringing treats on Sunday seems to pull from a small pool of people. Most people are willing to share their responses.

Gg said the number one part of an ideal Sunday is being greeted by name.

Dea said music, as we incorporate musicians from the community, people are pretty satisfied by the current choices. Kari and Dylan are beloved. There are a few people when February Sky come, they skip, but Barb says she thinks their services have gotten better.

XI Schedule board meeting, Scheduling on the second Sundays of the Month.

- September 11, 2016
- October 9, 2016
- November 13, 2016
- December 11, 2016
- January 8, 2017
- February 12, 2017
- March 12, 2017
- April 9, 2017
- May 14, 2017
- June 11, 2017
- July 9, 2017
- August 13, 2017

XII. Board Announcements

- Aug, 21 – Heidi
- Aug. 28 – Tim VanderVeen
- Sept. 4 – Dharmini
- Sept. 11 – Dea
- Sept. 18 – Anne
- Sept. 25 – Dea
- Oct. 2 -- Dharmini
- Oct. 9 – Kathryn
- Oct. 16 -- Kathryn
- Oct. 23 -- Anne
- Oct. 30 -- Dharmini

Adjournment: 4:45pm