

First Universalist Church of Minneapolis
Board of Trustees Meeting
March 15, 2012
Agenda

In the Universalist spirit of love and hope, we give, receive, and grow. First Universalist Church

6:30 Call to Order
—Chalice lighting and centering meditation – David Leppik

6:40 Consent Agenda
—Approve February minutes
—Approve new members

6:45 Review the Past
—Conversation with the Senior Minister
—Finance Committee report
Policies for Reserve Funds – Dan Berg

7:00 Strategic Plan update

7:20 Governance Committee
Current version of 2012 Congregational Survey
<http://www.surveymonkey.com/s/JT5GKND>
UAT scheduled for this Sunday
Policy Suggestion re: standing committees

7:45 Proposed revisions
—Visionary Goal 2
—Bylaws

8:00 Executive Session: Senior Minister Compensation

8:25 Meeting summary and evaluation

8:30 Closing and Adjournment

Attachments:

1. President's Report
2. February Board Minutes
3. Statistical Report
4. Senior Minister report
5. Finance Committee notes
6. Proposed revision to Visionary Goal Two
7. Proposed Bylaws amendments

Dates for our calendar:

April 19, 2012 6:30 – 8:30 Board Meeting

President's Report
March 15, 2012

The March theme of "Living in the Holy Tension" feels just right for where we are in our church life at this moment. There is so much going on, and the board is right in the middle of it, at least metaphorically. As I prepared the agenda for March I wondered how we would do justice to all we had to do this month, and then remembered who would be present to the conversation—you—and knew we would go where we need to go with faith and courage.

One of the holy tensions is completing the Strategic Plan according to our very ambitious time line. I had hoped to present the first draft to the board, staff, and congregation by April at the very latest, get feedback that we would incorporate, present a final document to the board in May for approval in time to present to the congregation at the Annual Meeting on June 3rd. That may still happen, but I am less optimistic. It is more important that we take the time we need to create a document that guides us and inspires us over the next five years. It won't—and shouldn't—dictate everything the church does in that time, but it needs to set us on the right path. We'll know a little more by the time of our board meeting on the 15th, but I wanted you to know that we may need to extend the time line.

At our last meeting we briefly discussed the failure of Visionary Goal 2 to articulate an end as the other three goals did. David Leppik sent us an inspired proposed revision following the board meeting; I've had time to think about it and have tinkered a bit with David's proposal, trying to maintain his excellent additions, but framing it in language closer to the form of the other Visionary Goals. Both proposed revisions are attached. Please take time to look them over prior to the board meeting.

Also attached are four proposed amendments to the church bylaws. As we discussed in January, the board is recommending that we continue with a nine-member board which requires a bylaws change. Last month we discussed the desirability of amending the bylaws to allow for a simpler process for appointing mid-term replacements that takes advantage of email and electronic posting. The other two proposed amendments are simply clarifications rather than changes in policies. All proposed amendments are attached and underlined. Our responsibility is to recommend the proposed amendments to the congregation for their approval at the Annual Meeting.

The staff is beginning to prepare the 2012-2013 budget and will soon need the board's recommendation for the Senior Minister's compensation—which is on the agenda.

Because the agenda feels fuller than usual, I have eliminated the Visionary Conversation, but hope we can incorporate aspects of that under "Conversation with the Senior Minister," our new name for what we used to call the "Senior Minister's Report."

Blessings,

Kathy

*In the Universalist spirit of love and hope, we give, receive and grow.
First Universalist Church.*

Visionary Goals

- 1. We, the people of First Universalist Church, grow in our UU faith: we are equipped to live out our values and experience worship, spiritual practices, and rituals that challenge, comfort, celebrate, and heal.*
- 2. At First Universalist Church, people of all ages find opportunities to engage in an intellectual and spiritual search for deeper meaning and understanding both as individuals and in community.*
- 3. First Universalist Church is an intergenerational community of mutual caring and support. We build this community by actively welcoming all and encouraging each to discover, develop and share their gifts.*
- 4. The people of First Universalist Church work to build a just, loving and sustainable world. We are a visible, influential voice, and we act to shape the larger community into a more just and equitable society.*

Proposed revisions of second Visionary Goal:

First Universalist Church is a home for ageless wisdom and for finding new knowledge in the UU tradition. We engage in an intellectual and spiritual search for deeper meaning and understanding. We embrace and learn from our differences. We know our roots, find our wings, and apply our knowledge and wisdom to all our endeavors.

At First Universalist Church, people of all ages find opportunities to engage in an intellectual and spiritual search for deeper meaning and understanding both as individuals and in community. We embrace and learn from our differences. We know our roots, find our wings, and apply our knowledge and wisdom to all our endeavors.

Proposed amendments to the Bylaws

(Proposed changes are underlined; proposed deletions are crossed out.)

The change below is to make the language in Section 4 conform to what is already stated in Section 2 regarding making a pledge:

ARTICLE I. Members

Section 1. Authorized Number

There shall be no limit to the number of Members.

Section 2. Qualification and Admission of Members

Any person fourteen years of age or older who has made a written application for membership, has signified sympathy with the purposes of the Church, and has made an annual recordable pledge contribution to the Church shall be eligible for membership provided that the applicant is approved by a majority of the Board of Trustees. Membership becomes effective upon that vote, after which the President of the Congregation shall issue a Membership Certificate.

All Members under previous bylaws are Members hereunder without further acceptance by the Board. To continue membership and to be eligible to vote, a Member shall make a pledge and a contribution of record to the Church treasury within the twelve (12) months prior to any meeting at which the voting privileges of the Church are exercised, or make such a contribution at the meeting.

Exceptions to the membership requirements, both for new and continuing Members, may be approved by the Senior Minister. Members are encouraged to show continued interest in the Church by taking part in its activities.

Section 3. Cumulative and Proxy Voting

Each voting Member present at a meeting shall have one vote. There shall be no cumulative voting or proxy voting.

Section 4. Termination of Membership

A Member may resign at any time by submitting a written resignation to the Church office. The Board of Trustees may terminate a membership by a majority vote, with or without notice, if a Member fails to make a pledge and a contribution of record to the Church treasury during the previous twelve (12) months and has not been granted an exemption by the senior minister.

Section 5 Lifetime Membership

The Board of Trustees may, upon recommendation of the Senior Minister and in recognition of past contributions to First Universalist Church, appoint a Member to the status of Lifetime Member. Lifetime Members shall not be required to make financial contributions to the Church in order to continue membership.

Section 6. Property Rights

No Member shall have rights in or to any property of the Church at any time.

This change adds e-mail and electronic posting on the web site to the acceptable method of notifying the members of congregational meetings and of vacancies on the board or the foundation. (The bylaws specify that notification of those mid-term vacancies should be by the same method as notification for special meetings. One point for discussion could be whether or not we want to continue to specify that the Annual Meeting and Special Meetings be announced only by snail mail, but that vacancies can be e-mailed and electronically posted.)

ARTICLE II

Section 3. Notice

Written notice of each meeting of the Members, whether the Annual Meeting or a Special Meeting, shall be mailed or e-mailed to each Member and electronically posted on the website not less than ten (10) nor more than thirty (30) days before the meeting, addressed according to the most recent membership records. The notice shall include a) the time, place, and purpose of the meeting; b) the proposed agenda; c) the text of any resolution duly presented to the secretary; and d) the text of any proposed amendments to the Bylaws.

This change establishes the board size as nine members.

ARTICLE III. Trustees

Section 1. Number, Terms and Qualifications.

The Board of Trustees shall consist of ~~twelve (12)~~ nine (9) Trustees, each of whom shall be a Member of the Church ~~except that for the 2011-2012 church year the Board of Trustees shall consist of nine (9) Trustees.~~ The Trustees shall be elected by Members at the Annual Meeting. The term of office of each of the Trustees shall be three (3) years. The terms of the Trustees shall be staggered so that no more than four (4) Trustees shall be elected for three-year terms at the same Annual Meeting. No Trustee shall serve more than two (2) consecutive, full terms. Trustees appointed or elected to fill out an unexpired term on the Board shall be eligible to serve two (2) full terms in addition to the partial term served. Trustees shall take office on July 1 following their appointment or election, unless they are appointed or elected to fill a vacancy of the Board, in which case they shall take office upon appointment or election. Four (4) Trustees shall be officers, elected by the Members at the Annual Meeting as provided in Article IV.

This change clarifies that the board is accountable only to called ministers. Contract ministers are accountable to the senior minister.

ARTICLE VIII. Ministers

Section 1. Selection

This Church shall have one or more called Ministers who are called by the Congregation, as described in this section. Ministers shall be called upon a) the recommendation of (1) a Ministerial Search Committee selected by a process established by the Board of Trustees, or (2) in the case in which a contract Minister is being considered for a position as a called Minister by a Review Committee established by the Board of Trustees; and b) the approval of the Membership.

Approval by the Membership shall be by 4/5 (four-fifths) majority of the qualified Members of the Church present at any meeting duly called for such a purpose. The quorum for this meeting is 25 percent of the Members.

The membership shall not approve as a called Minister anyone who is not in the fellowship of the Unitarian Universalist Association.

Section 2. Dismissal

A called Minister may be dismissed by a majority vote of the Members of the Church present at any meeting duly called. The quorum shall be the same as for selection of a called Minister.

Section 3. Ministerial Agreements.

The Board of Trustees shall fix the amount of compensation for each called minister. The distribution of the compensation shall be set by the Board of Trustees in a manner agreeable to each called Minister and in keeping with the tax laws. Other terms of the ministerial agreement shall be set by the Board of Trustees after consultation with each called minister.

Section 4. Accountability

Called mMinisters shall be responsible for the conduct of all religious services, ceremonies, and observances and shall minister to the spiritual needs of the Members and community. Additionally, called ministers are held accountable by the Board of Trustees for all responsibilities stated in the ministerial agreements and delegated through the Governing Policies.

First Universalist Church
Statistical Report – REVISED FROM PREVIOUS MONTH
February 16, 2012

MEMORIAL SERVICES: 0

MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 11

Jimmy Mach, St. Paul

Malcolm and Melissa Burton, Richfield

Cristine Lyons, Mpls.

Cami Applequist, Mpls.

Kerry Kresl, Richfield

Doug Grennan and Karel Isely, Edina

Sharon Mandel, Mpls.

Karen Lennan, Mpls.

Terrence Lewis, Mpls.

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 7

Preben Mosborg, died Jan. 23

Alfred and Ingrid Harrison moved to "Friend of the church" status from membership

Paul Riedesel, attending First Unitarian Society

Don Gravon, moved

Joyce Rudnick, attending Unity Unitarian Church, nearer her home

Candace Barrick, attending another church

CHILDREN DEDICATED:

	To Date		End of Year Totals		
MEMBERS	2011-2012	2010-11	2009-10	2008-09	2007-08
(Fiscal Year)	48	98	75	72	41
TOTAL MEMBERS:	904	927	849	840	824

TOTAL MEMBERS AS OF THE LAST MEETING: 900

To be added: 11

To be removed: 7

TOTAL MEMBERS: 904

**First Universalist Church
Statistical Report
March 15, 2012**

MEMORIAL SERVICES:

Preben Mosborg, on Feb. 25 – Rev. Kate Tucker

Peter Clark on Feb. 23 - Rev. Kate Tucker

Joe Hoyle on Feb. 18 - Ralph Krog

MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 12

Elizabeth Dunn, St. Paul

Ilo and Margaret (Peggy) Leppik, Golden Valley

Bob and Carol Thompson, Edina

Ian and Sara McLoone, Minneapolis

Matthew Kulseth and Maggie Arends, Minneapolis

Leonard Sandstede and Kay Ulrich, St. Louis Park

Emma Paskewitz, Minneapolis

MEMBERS REINSTATED: 1

Jan Smith, Minneapolis

MEMBERS FOR REMOVAL: 3

Mikki Morrissette, Minneapolis (on staff now; chose to resign membership for greater clarity of her staff role for herself and the congregation)

Rick and Sharon Slettehaugh – new directions for their lives

CHILDREN DEDICATED: 0

	To Date		End of Year Totals		
MEMBERS	2011-2012	2010-11	2009-10	2008-09	2007-
08					
(Fiscal Year)	61	98	75	72	
41					
TOTAL MEMBERS:	914	927	849	840	
824					

TOTAL MEMBERS AS OF THE LAST MEETING: 904

To be added: 13

To be removed: 3

TOTAL MEMBERS: 914