

**All Souls Church, Unitarian
Board of Trustees Meeting – June 13, 2012
Agenda**

7:00 pm	Opening – Call to Order	Mark Ewert
7:05	Reading	Erika Landberg, Moderator (Vision Steering Group)
7:10	Vision Steering Group: Goals Report	Erika Landberg, Victor Branham, Amy Wesolek
8:10	Goal 4: Third Century Challenge	Kathy Mulvey, Brian Marshall
8:25	Executive Limitations Report: Staff and Volunteer Treatment	Rev. Rob Hardies
8:40	Consent Agenda <ul style="list-style-type: none"> • Executive Team Report • Minutes from May 23 BOT Meeting • Confirm Delegates for 1012 UUA General Assembly 	Trustees
8:45	Next Meeting	Mark Ewert
8:50	Upcoming Dates: <ul style="list-style-type: none"> • General Assembly: June 20 – 24, 2012 Phoenix, AZ 	All
8:55	Meeting Feedback	All
9:00	Adjournment	

NOTE Next BOT Meeting Unusual Date: July 26, 2012 (Thursday)

As Trustees and Officers, we are the chief stewards of All Souls Church, its mission, and vision:

To build the Beloved Community, All Souls Church cultivates and celebrates...

...Spiritual growth and transformation as we question, learn from others, and seek lives of meaning and reverence

... A welcoming, diverse, and vibrant community where we love, respect, and care for one another

... Service and prophetic action to move the world toward justice, healing, and sustainability

...A welcoming and accessible building that provides nurturing spaces for spiritual growth, serves the community within and outside the walls of All Souls Church, and embodies our commitment to sustainability.

2012 Board Goals:

1. Governance: good board functioning (operate at policy level, fiduciary, good board process, communicate with congregation, record-keeping, monitor goals, etc.)
2. Oversight/Support of Third Century Challenge (3 areas: Fundraising, CAPT, Financing)
3. Conflict Resolution/Safe Congregations process

All Souls Church, Unitarian Board Meeting
June 13, 2012, 7:00 p.m.

Board Members in Attendance:

Mark Ewert, President
Laurie Lester, Vice President
Sterling Lloyd, Vice President
Victor Branham, Trustee
Brian Marshall, Trustee
Julia Sayles, Trustee
Brenda Barbour, Trustee
Shirley Blakely, Trustee
Erika Landberg, Moderator
Cheryl Gray, Treasurer
Rob Hardies, Senior Minister
Susan Newman, Associate Minister
Katie Loughary, Executive Director
Amy Mulry Wesolek, Director of Membership and Welcoming
Mark Matthews, Secretary

Also in Attendance:

Wendy Carter, Church Council Steering Committee
Chuck Wooldridge, Capital Campaign Co-chair
Janet Randolph, Capital Campaign Co-chair
Steve Siegel, Capital Campaign Director

Not in Attendance:

Kathy Mulvey, Trustee
Grant Smith, Membership Secretary
Alexandra Beninda, Assistant Treasurer
Christina Lohs, Assistant Secretary

Opening – Call to Order – Mark Ewert

Parable – Rob Hardies

Rather than offer a reading, Rob related a discussion at a staff retreat earlier in the day. Noting a recent memorial service, child dedication, wedding, and an event honoring high school graduates, the staff reflected that at important moments in life, people seek out the church. It's a "sacred container." The staff – and the current Capital Campaign – have the mission of creating and sustaining that container.

Church Council Steering Committee: Goals Mid-year Progress Report

Erika Landberg, Victor Branham, Wendy Carter, Amy Mulry Wesolek

The Steering Committee summarized a lengthy written report spelling out various church groups' accomplishments in meeting their goals and short- and longterm challenges. Several groups reported success in recruiting more members, improving their own procedures, offering more opportunities, and hosting well attended events.

The committee sees overlap among groups and believes there should be cross goal reporting. For instance, lay-led groups that promote spiritual development also focus on building community, while community-focused groups also promote spiritual development. Social justice groups engage in both spiritual development and building community.

New partnerships have been formed among groups, some of which are likely to continue. Half the groups see recruiting volunteers as both a short- and longterm challenge. Leadership development is also seen as a challenge; the Nominating Committee has accepted this as one of its responsibilities. A draft operations manual will be developed in the fall.

The committee also reported on development of reliable ways of measuring progress in meeting All Souls 2020 visioning goals.

Membership and Attendance

Amy Mulry Wesolek presented an ethnic breakdown of church membership based on a 50 percent survey response. Members of African descent represent 12 percent; whites are down slightly to 73 percent. There's a growth in children of multiracial backgrounds. New members, almost all of whom are surveyed as they join, seem to mirror the larger church population.

Attendance numbers show an upward trajectory. Amy noted, however, that a one-year absence from the building during renovation will have an impact on attendance.

The Board's Role

There was general agreement with Mark Ewert's observation that the Steering Committee is empowered to make changes in its approach as needed. The Trustees' charge is to monitor progress toward goals.

ACTION: Laurie Lester moved to accept the Steering Committee's report. Shirley Blakely seconded. The motion passed unanimously.

Third Century Challenge Capital Campaign

Janet Randolph, Chuck Wooldridge, Steve Siegel

With 17 days left to the campaign, a new matching gift challenge had just been launched: Nine families pledged a total of \$400,000 to match new or increased pledges. If that effort is successful, the campaign will have raised more than \$7 million in pledges – six times annual giving. With Steve’s consulting work ending June 27, attention is turning to follow up and fulfillment of pledges. A follow-up committee is being recruited. The intent is to maintain visibility of the campaign over the next five years. The Board, Campaign steering committee and the CAPT group will be exploring external sources of money. Church staff will assist with data management.

The board and the Executive Team praised and thanked Steve for his expert guidance.

Meeting with the Kerns Group

Brian Marshall

Brian was to meet the following Tuesday with the Kerns Group, architects who developed the conceptual renovation plan. Also attending would be Tom Fox and Jim Heltman of the CAPT Committee. Discussion would deal with a detailed plan; what could be accomplished as a result of the Capital Campaign; and an architects’ contract. An American Institute of Architects model would be followed, with modifications. If an agreement is reached, the board would be asked to approve it before the next scheduled board meeting in July. This would require a special meeting, though not necessarily in person. Document sharing followed by a conference call was proposed.

Executive Limitations Report: Staff and Volunteer Treatment

Rob Hardies, Susan Newman

As noted in the written report, staff members have asked for greater clarity on conflict resolution and grievance procedures. There had been a couple of instances of conflict involving two staffers. The Executive Team plans to update the personnel manual this summer with new policies on conflict resolution, grievances, and sexual harassment. However, staffers are encouraged to resolve disputes among themselves. It has been agreed that the updated personnel manual would be ready at the start of the church year. Another staff retreat will be held Aug. 28 and 29.

ACTION: Laurie Lester moved to accept the Executive Limitations Report; seconded by Sterling Lloyd. The motion passed unanimously.

Consent Agenda

Executive Team report; Minutes of May BOT meeting; Approval of delegation to UUA annual meeting in Arizona.

ACTION: Julia Sayles moved to accept the items on the Consent Agenda; Shirley Blakely seconded. The motion passed unanimously.

DISCUSSION: Various scenarios of how to vote on a possible architects’ contract were discussed. Mark Ewert stressed, “As a board we can’t be rubberstamping” such an agreement.

NEXT MEETING: Thursday, July 26, 2012

The meeting adjourned at 9:10 p.m.

Respectfully submitted,

Mark Matthews