

## **UUFLG Monthly Board of Trustees Meeting**

Date: 3/17/16; Meeting Started: 7:10 PM

Attendees: Lynn Golbetz (Interim VP), Ann Campbell (Treasurer), Rev. Fa Jun (Minister), Jim Beebe (President), Edy Young (Member at Large), Lance Jacobson (Interim Secretary), Maggi Benson (Member at Large in Waiting/Observer)

Meeting Ended: 9:27 PM

1. The other members of the Board welcomed Lance to his first Board meeting, and they reiterated their appreciation for Lynn's service on the Board.
2. Ann again asked Board members to look for volunteers to take over the administrative responsibilities that Lance is currently performing as a volunteer office manager. He plans to stop doing them at the start of the Fellowship's new fiscal year on July 1 to allow him more time for the Membership Committee. Ann and Lance will put together how the admin job could look when further streamlined, incorporating Fa Jun's suggestion to make parts of it straightforward enough with instructions and timelines to rotate volunteers. Some of the tasks may not work well to frequently rotate volunteers due to the learning curve and consequences of doing them incorrectly (e.g., website updates and development).
3. Lynn provided an update from the Nominating Committee. She reported that all but the Secretary and VP candidates for the Board had been identified; Lance and Lynn are considering being candidates for their interim positions. Edy agreed to stay on the Board through this fiscal year, then Maggi plans to assume the Member at Large position July 1. Until then, the Board has asked Maggi to attend Board meetings as a nonvoting participant, to which we are grateful she agreed. As Secretary, Lance needs to distribute to all the Fellowship members the slate of candidates, in accordance with the lead time stipulated in the Bylaws.
4. The Board voted unanimously to stop using the Fellowship's current gardening service (Noe's Gardening) due to the high cost and poor quality of the service when not closely supervised. Jim will notify the vendor of this. As an Office Manager responsibility, Lance will work with Jim, Ellen Hill, and Albert James (who are on the Building & Grounds Committee) to identify gardening requirements and engage a new vendor within the next few weeks.
5. Demonstration gardening of flowers, herbs, vegetables, and fruits could change the requirements for a gardening service, but this idea is only in the conceptual stage and requires interested people to meet to create a plan for the Board to understand the benefits (demonstrating ecologically sustainable production of healthy, local food in an urban setting), potential drawbacks (e.g., interest in demonstration gardening waning, leaving the grounds looking unsightly), and ways to mitigate these risks prior to the Board voting to approve such a program.
6. A Board vote to hire the leading candidate for the open DRE position, as recommended by the RE Committee last Sunday, was postponed until after Rev. Fa Jun interviews the candidate and makes his hiring recommendation to the Board. Further, the Board determined that the DRE job description provided to the Board by the RE Committee chair was not the final version and the hours of work per month were overstated in the employment contract, per Ann. These discrepancies will be corrected before the Board votes on hiring the DRE.

[Addition to minutes by Lynn Golbetz: Rev. Fa Jun interviewed the candidate, Sarah Ditzler, on Sunday, March 20. The Board then met briefly and unanimously voted to hire Sarah according to the terms of the corrected employment contract.]

7. The Offering of Service recognition program is off to a good start. These should be occurring every Sunday Service, and Lynn will ask the Worship Associates on the Sunday Services Committee to select one to read during the offertory. Eventually, the Membership Committee may prepare this for every Sunday Service.
8. The Board unanimously approved the Buildings & Grounds Committee disposing of unused metal chairs that are taking up storage room.
9. Lance will chair the Membership Committee after Carmella Condino leaves the Fellowship to relocate to Nevada. Lance envisions the Membership Committee publicizing Fellowship

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services and events in addition to managing membership engagement and recognition. Rev. Fa Jun briefly provided an update of where matters stand with growing the congregation compared to his October 2014 document entitled "Welcoming New Members to UUFLG." In his current assessment, more work can and will be done in this area; however, it has moved in a positive direction over the past year and a half. More partnering is planned between a reinvigorated and expanded Membership Committee and Rev. Fa Jun.

10. As the Board Secretary, Lance agreed to maintain a "Someday Maybe" list, as suggested by Lynn. The Board should review the Someday Maybe list regularly (e.g., quarterly). The Board agreed to include action item updates by their assigned owners. These will be tracked in a central document by Lance.
11. Rev. Fa Jun shared that he is open to earning a master's of divinity degree, but the \$60,000 cost of attending Starr King School for the Ministry makes it morally and financially problematic for him. At the Board's suggestion, he agreed to look further into scholarships to defray the cost and to investigate alternate theology schools that could meet UUMA fellowship guidelines. Rev. Fa Jun is also interested to know if the membership sees a minister being in fellowship with the UUMA as a requirement or strongly desired condition for ordination by the UUFLG. The membership could also be asked for feedback on other aspects of ministry that could shape the minister's role over time and provide information on Rev. Fa Jun's performance strengths and development opportunities. Creating a survey was discussed to facilitate this, perhaps in time for the annual membership meeting May 15. This still needs to be decided, along with an action owner.
12. As Board Secretary, Lance will take over preparing the Board's monthly meeting agenda. Thanks for Jim covering this and recording meeting minutes until now.

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