

Board of Trustees

Submitted by Beth Hospadaruk, President

Description of the Board

The Board serves as the governing body for the Congregation. In the course of bi-monthly meetings, the Board considers new policies, reviews existing policies, approves the annual budget, and monitors compliance with the by-laws and other guiding documents, such as the strategic plan.

The Congregation elects lay leaders at the annual meeting to serve on the Board of Trustees (BoT), including four officers and five members at large. Terms of services are rotated to ensure stability. Each year, the Congregation votes on a slate of 3-4 people, presented by the Leadership Development Team (LDT). In addition, the Past President and the Senior Minister/CEO advise the Board and serve as non-voting members.

Members of the Board of Trustees: (May 31, 2015- June 5, 2016)

- Officers: Beth Hospadaruk (president), Sandy Simon (vice president), Jeff Poliner (May 31, 2015- December 2015) Allen Duncan (December 2015- June 2016) (treasurer), Priscilla Spencer (secretary)
- Trustees at Large: Hayley Boyse, Ginny Creasman, Lissa Oliver, Tricia Mooney, Allen Duncan (June 2015-December 2015), Vacant (January 2016-June 2016).
- Past President: Ken Klein
- Senior Minister/CEO: Reverend Gail R. Geisenhainer

2015-2016 Board Activities and Accomplishments

Board Linkage and Communications:

Strategic Plan

- Meet with the various ministry and small groups to better understand their successes and challenges. We will learn about their accomplishments and plans for the future and encourage them to implement and evaluate those plans.
- Initiate conversations with the Board that will be open to all Congregants. The purpose of these conversations will be to share appropriate and important information with the Congregation and to listen to their ideas, questions, and concerns.

Activities and Accomplishments

- A new Strategic Plan (2016-2020) under development and supported by the BoT. Met with the various ministry and small groups to better understand their successes and challenges. Learned about their accomplishments and plans for the future and encouraged them to implement and evaluate those plans.
- Initiated monthly President/Sr. Minister Q & A's. The purpose of these Q & A's was to share appropriate and important information with the Congregation and to listen to ideas, questions, and concerns.

- Used e-blasts, monthly newsletters, binder/notebooks placed in library and information table, and bulletin boards for sharing of timely news to communicate to the Congregation of important information.
- Continued support of the Ministries Reflection Task Force (MRTF) to continue the series of reflective conversations with various ministry groups. This year the MRTF was asked to focus on Sunday worship, Chalice Circles, and Chalice Singers.
- Appointed Board and ministry liaisons to provide direct, effective links between small group ministries and the Board of Trustees. Liaisons participate in additional meetings and events. The following Trustees were appointed:
 - Hayley Boyse: Social Justice Council
 - Allen Duncan: Leadership Development Team
 - Allen Duncan : Finance Team
 - Tricia Mooney: Reflective Conversations Team
 - Beth Hospadaruk and Lissa Oliver: Council of Ministries
 - Lissa Oliver: Fundraising Team (under development)

Leadership Development

Strategic Plan

- Revisit the charge to the Leadership Development Team to strengthen the connection of leadership development programs for the specific needs of UUAA.

Activities and Accomplishments

Leadership Development Team (LDT)

- Continued to develop the working relationship with the LDT through meetings and discussions to emphasize the cultivating of leaders.
- Supported (and BoT attended) the 2nd annual “Making a Difference Workshop” in lieu of monthly Chautauqua.

Council of Ministries (formerly CCT)

- Launched the new Council of Ministries (CoM) in April, 2016. Twenty two lay leaders and staff attended the initial conversation. The Charge to this group is: *“The Council of Ministries (CoM) is a gathering lay leaders and staff who represent the key ministries of the UUAA congregation who are charged to align, coordinate, and find synergies in UUAA activities and events for the 2016-17 program year (September through June). The CoM will work toward improving communication, leadership, and alignment of activities with the strategic goals of the Congregation. After review of the 2016-17 program year results, the CoM may be continued for future program years.”*

Assessment

Strategic Plan

- Clarify the goals and identify a process for assessment of the Church ministries, the Board, and the CEO that is consistent with our policies and covenants.

Activities and Accomplishments

- The Governing Policies used by the Board to guide our discernment were reviewed. Revisions and/or new policies were approved by BoT.
- Assessed Board accomplishments per Sections 3.1.5 and 3.3.
- Reflective conversations were held on Sunday worship, chalice circles, and chalice singers. The results are forthcoming and will be used by the Board and RC Team to assess ministry effectiveness and provide feedback to lay leaders.
- Proposed changes to the by-laws, Congregational approval of changes February, 2016.

Financial Literacy

Strategic Plan

- Incorporate conversations and training about finances, aspirations, and how they are intertwined and how they support each other into leadership training, conversations with the Congregation, and conversations with various ministry groups.

Activities and Accomplishments

- Supported Comprehensive Stewardship and Annual Budget Campaign (ABC) Initiatives.
- Approved balanced budget January, 2016 to present to Congregation at Congregational Meeting.
- Approved and supported reorganization plan with the development of a Finance Committee.
- Received a list of approved capital projects for 2016, per Governing Policy Section 2.8.4.
- Supported projects (parking lot rebuild, roof leak repairs, repairs to prevent birds in Sanctuary, repainting of main entryway/hallway, repair water drainage problems in lower SGD wing to coincide with parking lot rebuild, remove classroom mold and repair walls in SGD classrooms, replace boiler and AC chiller)
- Initiated monthly President/Sr. Minister Q & A's. The purpose of these Q & A's are to share appropriate and important information with the Congregation and to listen to their ideas, questions, and concerns.
- Began discussions about offering adult SGD classes on money and finance. Considering the UUA curriculum *Wisdom Path: Money, Spirit, and Life* as a possible future class.

Future Plans and Goals

- Revise the Annual Board Strategic Work Plan.
- Complete and approve a new five year Strategic Plan.
- Work to clarify Mission/Vision for our Congregation.
- Monitor closely the UUAA Realignment Plan which includes the creation of a finance team and fundraising team. Receive detailed presentations to the BoT at 6 months

(August, 2016), 12 months (February 2017) and going into the next Board year, at 18 months (August 2017).

- Conduct a financial audit in 2017.
- Continue to refine financial literacy education for the Board and improve communications of the financial health of UUAA to the Congregation through an online “dashboard” and quarterly reporting.
- Implement updates to the Board of Trustees Governing Policies, specifically monitoring report section.
- Work closely with Interim Minister on areas of concern to strengthen our Congregation to receive a Called Minister in 2018. a) Reduced staff/responsibilities, b) Pastoral Care, c) revisiting, studying, and possibly restructuring our policy based governance, d) fundraising/various aspects both internal and external.
- Establish a Ministerial Search Committee in the Spring of 2017 to begin the work and process of calling a new Sr. Minister in 2018.