

Board of Trustees Annual Report, 2018-2019

Submitted by Erik Stalhandske, President

Description of the Board of Trustees

Per our Bylaws, the Board of Trustees (The Board) “is charged with establishing, maintaining, and communicating policies and strategic priorities that are forward-looking, congregation-wide, and reflective of the values and mission of the Congregation.”

The Congregation elects lay leaders at the annual Summer meeting to serve on the nine member Board of Trustees, 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 Senior Minister actively participates in Board meetings and is a non-voting member.

Members of the Board of Trustees: (June 3, 2018 - June 2, 2019)

- Officers: Erik Stalhandske (president), Laura Bollettino (vice president), Allen Duncan (treasurer), Rick Witten (secretary)
- Trustees at Large: Hayley Boyse, Lissa Oliver, Terry Madden, Mark Doman, Vilma Mesa
- Past President: Beth Hospadaruk
- Interim Senior Minister through July 2018: Rev. Doug Wadkins
- Senior Minister from August 2018: Reverend Manish Mishra-Marzetti

2018-2019- Summary:

Welcoming and the Installation of our new Senior Minister: This has been a momentous year in the life of our Congregation as we called Reverend Manish Mishra-Marzetti as our 13th settled Senior Minister. Our vote occurred on May 6th, 2018, and the Congregation voted unanimously (293-0) to call Rev. Manish. Rev. Manish, his husband Jeff, and children Jacen and Mina, all joined our community in August of 2018. On April 5th - 7th, 2019, we

had a joyous weekend of installation activities, culminating in a moving Installation ceremony on April 7th at 4 PM.

Vision 2050: This year we began substantial efforts around our purpose and vision work. We had an initial interactive session with the Congregation in January to imagine our community a generation from now. We also had a design charrette led by Elandria Williams, who will lead our efforts as a facilitator over this next year. Our leadership team and the annual calendar of vision/purpose events is being finalized.

Bylaws and Governing policies: We have spent the year in collaboration with the Governance Advisory Team (GAT) in finalizing proposed bylaw changes regarding proxy and absentee voting. These will be voted on at our June 2, 2019 meeting. In addition, we have updated our governing policies for the Board around closing a portion of a meeting (executive session), as well as clarifying our policy regarding open time for congregants to speak at Board meetings.

Board Activities and Accomplishments can be broken down into six main areas, as delineated in detail in our work plan

1. Create opportunities for communicating and engagement with the Congregation

- Listening session conducted on November 18 on proxy voting
- Forum on large church governance with GAT and Shared Ministries Team December 16
- Interactive all-congregation meeting focusing on vision and aspirations January 13
- Distributed hard copies of our meeting minutes at both sessions listed above

2. Honor our shared leadership through policy formulation

- Developed a process for policy development at Board level
- Revised governing policies for executive session and open comment period

- Developed proposed bylaw amendments addressing proxy and absentee voting, communicated with congregation in a variety of ways, and planned a vote at the June 2 meeting

3. Address timely issues through board-led workgroups

- Coordinated the joyous installation weekend activities (April 5-7)
- Developed a process for using the remaining monies in the Geisenhainer music fund to support music lessons for needy youth
- We are finalizing letters of agreement for two ministers (Rev. Cassi and Rev. LindaSusan).
- Recommended the policy of officially closing the building between Christmas and New Years

4. Engaged in Monitoring Sessions with different programs and ministries

To discuss their ministries and hear about their passions, successes, and thoughts on our vision, we conduct face to face sessions as part of our Board meetings. This year we had face to face sessions with: Interim Administrator, Asst. Minister for Operations, Director of Worship and Music, Director of SGD, Program Coordinator welcoming ministries, Program Coordinator Pastoral Care and Social Justice.

5. Master Plan for Vision and Strategy

The Board leadership in collaboration with the Senior Minister, researched different philosophies and facilitators for our vision work. This included contacting different congregations to learn about their experiences.

We dedicated regular time at Board meetings, one of our retreats, and one of our potlucks to Vision work.

We are in the process of finalizing the calendar for vision activities for the next year.

We conducted a highly effective and popular, interactive vision session January 2019 with over 120 congregants.

We finalized and confirmed our facilitator, the national UUA Co-Moderator Elandria Williams

A Design Charrette occurred with forty people from the congregation (March 8-9), recruited and coordinated by the Board.

We recruited participants and conducted a leadership meeting with our facilitator (April 6).

We have conducted zoom calls with Board of Trustees and Elandria Williams.

6. Provide Leadership in fostering beloved community

As needed, interceded in an incident between two congregants, identifying the behavior and scheduling restorative justice session.

Worked extensively with UJME to remain in dialogue over their petition to schedule a special meeting of the Congregation.

The board reads part of its covenant with each other at each meeting and is deliberate and loving in identifying behavior or incidents that fall short of our ideals and expectations.

The Board President talks and meets with the Senior Minister at least every month, with regular consultation between these meetings. The Vice President often participates.

the Board President supports the chair of the Leadership Development Team in goal setting and problem resolution.

Board Leadership meets with the GAT approximately every other month to support their work in recommendations on by law, policies, and Board skill development.

We supported and coordinated the logistics for the Senior Minister's Initial Retreat, facilitated by Sharon Ditmar and Carlton Smith from the MidAmerica Region of the UUA. We developed mutual expectations and covenants with each other.

We helped the Senior Minister in finalizing his work goals for the year, and likewise he contributed to our development of a workplan.

In other words, it was a heck of a year. The Board is justifiably pleased with what we accomplished. And we realize that regularly we fall short of our ideals and aspirations, and continue to search for truth in love, and to help one another.

In Community,
Erik Stalhandske President