

2018-2019 Work Plan of the Board of Trustees, UUAA (Final January 2019)

As stated in the bylaws and our governing policies, the work of the Board is to establish, maintain, and communicate policies and strategic priorities that are forward-looking, congregation-wide, and reflective of the values and mission of the Congregation.

In addition, the Board is charged with ensuring the integrity of operations through ongoing monitoring. On an annual basis, the Board will develop a work plan. The following is the work plan for the 2018-2019 cycle.

1. Create opportunities for communicating and engagement with the Congregation

A. Conduct Listening Sessions with the Congregation on policies related to Proxy voting and absentee voting (November 18 and TBD)

B. Present December discussion on governance with Shared Ministries Team (SMT) and Governance Advisory Team (GAT) (December 16, 2018)

C. Implement an interactive January 2019 all-congregation meeting focusing on vision and aspirations for UUAA (January 13, 2019)

D. Design and carry out listening session with the Congregation March 2019 final date TBD

E. Explore developing section of webpage devoted to Board activities and minutes

F. Increase availability of our formal minutes by providing additional hard copies, posting agendas online and on the BoT bulletin board, and posting all meeting minutes/agendas on dedicated Board of Trustees section of the website

G. Increase communication on Board discussions and decisions through regular articles and potentially web posts

H. Increase visibility by soliciting Board members to join the Greeting Team on 1-2 Sundays a month.

2. Honor our Shared Leadership through policy formulation and updates

A. Revise our governing policies: executive session, proxy voting, absentee voting

B. Develop a process for policy development, including opportunities for congregational input and review

3. Address timely issues through board-led workgroups

A. Plan and coordinate events surrounding the Installation of our new Senior Minister

B. Design and implement the spending program for the Geisenhainer Music Fund

C. Update personnel policies around specific topics and develop letters of agreement for all Ministers

4. Engage in ongoing collaborative check-in/Monitoring sessions with different ministries and Programs

- A. Board annually schedules meeting time for face to face with: Program Coordinator for Welcoming Ministries; Director SGD; Director Worship and Music; Asst. Minister (Operations); Administrator; and Coordinator Pastoral Care. Monitoring of various lay-led groups may include written reports or face to face.
- B. Board reviews monthly reports on finances, and data related to attendance
- C. In the interest of continuous improvement, the Board solicits feedback from participants, reviews responses, and modifies program as appropriate

5. Develop a master plan for visioning and strategy

- A. Vet different approaches and consultants to help with our vision quest (finding our north star)
- B. Connect with other UUA congregations and explore their process and what they learned and recommend
- C. Dedicate Board meeting time and a retreat for vision work
- D. Develop master plan with dates for Board and congregational activities related to vision and strategic plan development
- E. Collaborate with our senior minister in discerning large congregation best practices and options for engaging in visioning work and strategic priority setting

6. Provide Leadership in Fostering Beloved Community

- A. Help set the tone within our congregation for healthy dialogue, grounded in our community's commitment to love.
- B. Model and nurture healthy communication and collaboration between our congregation's governance leaders and its operational leaders.
- C. Nurture an ongoing, mutually supportive relationship with our new senior minister.