

UU Nashua Board of Trustees Meeting Minutes  
October 09, 2012

Present: Ellen Fisher, Lance Pratt, Mary Licking, Harry Purkhiser, Jenn Morton, Diane Fontas, Mike Wilt, Reverend Olivia Holmes, Pat Ladew, David Hudson, Donna LaRue, Kate O'Shea

Absent: Kathleen Griffis (excused). There remains one vacant position on the BOT (see August 14, 2012 BOT minutes for the plan to fill that position).

The chalice lighting was performed by Pat Ladew. Timekeeping for each agenda item of the meeting was performed by Kate O'Shea. All present participated in Check In. Ellen Fisher explained that we are trying out a "Volunteering for Tasks" list. As tasks arise as a result of the meeting discussion, a BOT member can volunteer for them by signing up on the list for the desired task(s). During the Minister's Report, Reverend Holmes provided the information in List #1 below.

A motion passed made by Harry Purkhiser and seconded by Lance Pratt to approve the consent agenda. See List #2 below for contents.

A discussion took place regarding the October 5<sup>th</sup> & 6<sup>th</sup> Start Up Workshop. See List #1, item 3) for the participant groups. The purpose of the workshop was to discern what the congregation expects of itself, its interim minister, and its staff. Ellen thanked the BOT members for their work in hosting the event, saying their efforts contributed to its success. On the topic of what did we learn, David Hudson mentioned the Friday night timeline was validation that we all have a place in the chain. The timeline was of the church history and was formed by church members using their dates of entry into the congregation to determine the place where they stood in a line around the sanctuary. He viewed as a highlight from Saturday the exercise that collected from attendees their ideas on the strong points of the congregation because those strong points ideas were good information. Kate mentioned the discussion of policy governance (PG) [led by Joe Sullivan on Saturday] was helpful. Others added the discussion exposed that not all church leaders understand PG and under PG at UUNashua, lost in committees are ideas, thoughts, and initiatives. Regarding implications of the workshop for the BOT, the minister, and the staff, Reverend Holmes offered the Transition Team's (TT) list from their meeting last night. The TT concluded that UUNashua needs to further consider its 1) history, 2) norms, 3) theology as an issue, and 4) anthropology / archives.

A motion passed made by Mary Licking and seconded by David Hudson to extend the discussion five minutes regarding the Start Up Workshop. Ellen mentioned Harry Purkhiser and Roy Goodman, a TT member, took to offsite location(s) the information collected at the Workshop for the purpose of transcription. The TT will write an article for the newsletter on the Friday night proceedings and the BOT will write an article for the newsletter on the Saturday proceedings.

Mike Wilt provided the Treasurer's Report. Besides discussing the content of the

report, he provided a description of its format. Ellen explained that the Treasurer's Report will be a feature of each meeting.

There was a "Deep Chair" discussion of the advantages of having stewardship campaign with and without vision and supporting budget with the idea that there would be no decision on this tonight. Stewardship campaign practices at other churches were explored. The discussion on this topic is slated to continue at the November meeting. Reverend Holmes highlighted some things UUNashua is doing right: 1) The effort to wean off the endowment has shown some success. UUNashua was right to identify the problem and be as intentional as it has been in moving in the right direction, and 2) The leadership holds a pre-kick-off pledging event which allows the announcement at the kick-off event to tout that progress has already been made toward that year's goal.

Also to be explored at the November meeting regarding finances are the questions: Should the Board generate projects to further priorities? Use "Desired Outcomes" from the Strategic Plan? Ask committees to consider priorities in making budget requests? Timing? Board members meeting with committees?

Those volunteering for tasks assigned to be accomplished by BOT members can be found in List #3 below.

The next scheduled Board Meeting is Tuesday, Nov. 13<sup>th</sup>.

The chalice was extinguished after Reverend Holmes gave a reading by Richard Gilbert.

### Lists #1 through #3

#### List #1

##### Minister's Report

related the following:

- 1) The Transition Team and interim minister Reverend Holmes met last night,
- 2) UUNashua has now completed Phase I [of 5 phases] of the transition during which the following were accomplished: A) previous minister left, B) interim minister arrived, C) Transition Team was selected, D) Transition Team became engaged, E) interim minister listened a lot [members discussed their thoughts about the church with the interim minister], and
- 3) UUNashua has now started Phase II [of 5 phases] of the transition, with so far, the following being accomplished: A) October 5th meeting (hosted by the BOT) of the UUNashua congregation and UUA Northern New England District (NNED) Executive Joe Sullivan, and B) October 6th meeting (hosted by the BOT) of the UUNashua Board of Trustees (including Reverend Holmes), NNED Executive Joe Sullivan, other invited leaders (primarily committee chairs), and staff – 31 UUNashua members attended.

List #2

Consent Agenda

- 1) Approval of September 11, 2012 BOT meeting minutes
- 2) Acceptance of Reverend Holmes' Flip Chart Notes from September meeting (see below signature block of Clerk)

List #3

Volunteer Task Lists (A through D)

A) Recruiting a Committee & Helping Sherri W. Write a Church Emergency Plan

1. Donna
2. Ellen

B) Recruiting a Committee to Collect Church History

1. Kate
2. Harry

C) Doing Sunday Service Welcome (proposal to circulate among BOT members)

Welcomer:

Oct 14	Donna
Oct 21	Kate
Nov 4	Harry
Nov 11	Diane

D) Write newsletter article on the Saturday, October 6 day of the Start Up Workshop  
Pat Ladew

//original signed//

Mary Licking,

Clerk, Unitarian Universalist Church of Nashua, New Hampshire

**Board Priorities Discussion**  
**September 11, 2012**  
**(Flipchart Notes)**

**Communications:** Why is this a priority?

- a. The newsletter was no longer working
- b. The next steps were scattershot: email, facebook, orders of service
- c. People don't know what's going on; don't know about events
- d. We're unsuccessful at getting the word out
- e. We're not sure how to communicate in the transition
- f. People engage in what's going on "after the fact"
- g. There's been a disconnect between the ways the Board and committees communicate
- h. Jenn Morton takes on a huge amount of the work to be done
- i. With the move to policy governance, we destroyed the old structure without identifying fully how power changed
- j. Is this the Executive Team's job?

**Communications:** What is the desired outcome?

- a. Everyone feels included enthusiastically
- b. New visitors are enthusiastic and want to stay.
- c. Coffee hour isn't scary
- d. More people know what's going on
- e. Many committees currently act as islands (we're quirky) *so maybe the hope is that committee work will be more closely integrated?*
- f. Email records (email addresses) will be kept up to date
- g. More people will be attending church (or coming in whatever way they come)

**Communications:** How does the desired outcome fulfill your vision?

1. Less repetition
2. Smoother-running plan for how committees communicate
3. Smoother-running plan for how the Board communicates
  - a. With committees
  - b. With the congregation
  - c. With the larger community
4. Executive Team takes on implementation with the committees (*that work with staff, as opposed to Board committees*)(*Denominational Connections does copy Sherri on all emails*)

**Youth and Young Adults:** Why is this a priority?

- a. Youth group has a very small membership

- b. There is an age gap between 18 and 35 years of age (they're not here)
- c. There's a disconnect between people involved with the youth group and youth participation
- d. The young folk graduate from ROPES and don't join the youth group
- e. (Gary Lerude may have done a lot of research on this priority)
- f. The strategic vision is to grow our membership (there was a discussion between this as a mission and a mission more focused on the blessings of growth, such as wanting to share the gifts we find here in this faith and faith community and wanting to receive and grow from receiving the gifts of others)
- g. (Chris Parker knows how we celebrate and follow our youth as they graduate from high school and move into the next phases of their lives)
- h. In particular, where are the 25 to 35-year-olds? (it was acknowledged that this is a common problem among religious institutions, regardless of faith affiliation).

**Stakeholders: Who was included in the process?**

There was a strategic visioning process initiated with a consultant in 2008, in which the congregation was invited to participate. Since then the Board has worked with the "strategic vision" data and the mission of the church, creating a number of specific priorities each year. In both 2010 and 2011 the Board hosted participatory meetings (called Summits) to which all were invited. The 3 current priorities (Ending Hunger and Homelessness, Communications, and Youth/Young Adults) were established for a period of 18 months, rather than a year, after the 2011 Summit, which was attended by some 40 people, in October of 2011.

The 3 priorities were presented a) in orders of service, the newsletter, and, in the case of the Social Justice project, as the focus of the service on March 11, 2012. The 3 priorities were also presented at the Annual Meeting in June of 2012. (The Priorities were not voted on by the Congregation)