

Unitarian-Universalist Church of Nashua, NH

Board of Trustees

February 09, 2015

Vertical note: The Board's covenant requires that Board decisions be made while BoT members are face to face. The weather (snow) conditions at the date and time of this meeting prompted arrangements to be made for BoT members to participate while offsite and on a conference call that featured audio only. Therefore, because the terms of the covenant could not be met, the meeting featured no binding decision-making. The plan is to revisit decisions suggested today at the next regularly scheduled BoT meeting.

Present: Harry Purkhiser, David Hudson, Pat Ladew, Mary Licking, Kate O'Shea, Lance Pratt, Rick Spitz, Carol Wagner, Mike Wilt, and ex officio member, Reverend Doctor Janet Newman. Absent: none.

The timekeeper was Pat. Lance lit the chalice. Board members were invited to Check In.

A motion passed made by Carol and seconded by Pat to approve the consent agenda. The consent agenda consists of:

- Approve minutes from December 08, 2014 BoT meeting (see them on uunashua.org)
- Approve minutes from January 11, 2015 BoT meeting (see them on uunashua.org)
- Minister's Report (see attached).

This year the BoT is participating in the Stewardship Committee Pledge Drive activities, a move that has been welcomed by the Stewardship Committee Chairman, Ellen Fisher. The Pledge Drive packets were scheduled to be given out to the congregation yesterday, but weather conditions (snow) prompted church cancellation. Therefore, the packets will be distributed next Sunday, February 15, 2015.

The White Wing Task Force had its first meeting last Thursday with good attendance (see December 08, 2014 and January 25, 2015 BoT minutes on uunashua.org for more on the White Wing Task Force).

A follow up to the December 08, 2014 BoT meeting's discussion regarding governance concerns (see December 08, 2014 BoT minutes on uunashua.org) was a Deep Listening session held on Sunday, January 25, 2015, organized and led by the BoT (see January 11, 2015 minutes on uunashua.org for more on the aims of the

session). The BoT collected comments at the session. At this BoT meeting a general consensus was reached on those comments that could be answered by the BoT itself or with the help of other church members who are subject matter experts and those comments that could be addressed by Reverend Doctor Janet, in her role as overseeing the implementation of BoT policies, using her own knowledge and enlisting the committees of UUCN. The comments collected will serve as the basis for preparation of the Town Hall meetings on governance concerns, the first of which will be held March 1st, 2015 (see January 11, 2015 minutes on uunashua.org for more on the Town Hall meetings). Those Town Hall meetings will start with a response from the BoT addressing questions from the January 25, 2015 Deep Listening session as appropriate. That response may be prefaced by a several minute overview of policy governance to provide a framework for thinking about how UUCN approaches its work. The BoT is aware that March 1st is the last day of NH school vacations. Plans are to provide availability to the Town Hall meeting contents for those unable to attend.

There are examples available on the Internet, such as the Horizon UU Board (see January 11, 2015 minutes on uunashua.org), on policy governance explanations. It was suggested these types of examples could be made available to members and friends of UUCN using e-mail.

A discussion was held, prompted by recent comments brought to the attention of the BoT on the way church services are sometimes videotaped, about the UUCN policies concerning security and privacy. The focus was whether those policies are sufficient for UUCN needs, including needs regarding children. The UUCN document, "Unitarian-Universalist Church of Nashua Governing Policies" (see uunashua.org, click on Our Church, click on Governance, click on New Governing Policies, Drafted June 2014), was considered, especially the part, "IV: Executive Limitations" and under IV, the entry, "Policy B: Treatment of Church Members, Visitors, and Groups", but also touched on were, I: Ends, Policy A: Mission, Policy B: Ends Statements, and Policy C: Values, II: Governing Process, and II Board-Executive Director Relationship. Among points noted in the discussion were (and this is not an all-inclusive listing) 1) whether there is a correlation between the Policy Governance model posited by John Carver and Miriam Carver, specifically their Ends and Means, and the more general concepts of Policy and Operations, 2) Ends and Means statements are policies, under Carver & Carver, and 3) the UUA has a videography policy. A motion passed made by Mary and seconded by Lance: We ask the Executive Director to provide the BoT with her interpretation of IV: Executive Limitations, Policy B regarding the question, "Are there any unacceptable means occurring relating to Policy B."

A motion passed made by Rick and seconded by Pat to appoint UUCN member, Elizabeth Clark, to the position of Assistant Treasurer that is vacant.

In volunteering for tasks, the BoT agreed to a schedule for providing Words of

Welcome at church services for February (remaining Sundays), and March (see List #1), and for chalice lighting and timekeeping at BoT meetings for the rest of the church year (see List # 2). Upcoming dates are shown in List #3. List #4 describes an attachment to these minutes. List #5 tells of one assigned to explore and recommend a technology solution for BoT videoconferences.

A covenantal check out was performed to explore the idea of how we did at the meeting.

The next BoT Meeting is Monday, March 9th, 2015 at 7 pm in the Youth Room.

Rev. Janet gave the closing words that accompanied the extinguishing of the chalice.

Lists #1 through #5

List #1 Words of Welcome

& Church Service Announcements:

February 15 Harry, February 22 Harry, March 1 Lance, March 8 Rick, March 15 David, March 22 Kate, March 29 Mary

List #2 Chalice lighting Mar 9 – Rick, Apr 13 - Mike, Jun 8 – Kate. May 11 is blank.

Timekeeper schedule: Mar 9 - Carol, Jun 8 – David. April 13 and May 11 are blank.

List #3 Upcoming Dates:

Monday, February 16, 2015 - 7 pm Videoconference call with Laura Park of Unity Consulting (three intended participants have a conflict with this date and therefore, an effort is underway to learn of a way to make the proceedings available after the fact).

Sunday, March 1, 2015 – 12 noon, Town Hall Meeting on governance

Monday, March 9th, 7 pm, Regularly scheduled BoT meeting

List #4 Attachment to these minutes:

- Minister's Report – February 9, 2015, 1 page

List #5 Assigned to Explore/Recommend Technology Solution for BoT Videoconferences

- Rick Spitz

// original signed//

Mary Licking,

Clerk, Unitarian-Universalist Church of Nashua, New Hampshire

Attachment

Notes on the Interim Ministry for the Board, Feb. 9, 2015 by Janet Newman

First, many thanks for participating in last week's Appraisal of the Interim Ministry. This was the best-attended session I've ever experienced, and your perceptions of the congregation's progress thru the transition period provided me with many insights. The conversation was clear, informative, and respectful -- who could ask for anything more? But there was more, a sense of cohesion among the Board around your goals and achievements. Your energy and commitment is contagious to the congregation and to me.

Also, on a personal and professional level, I was blown away by your positive comments about my ministry with you this year. They lift my morale and give me additional energy for the months ahead.

One of the topics in the appraisal instrument is leadership -- how the congregation is growing in its understanding of leadership roles and how it is navigating changes in leadership that are to be expected in times of transition.

The Leadership Development branch of the Nominating Committee is making significant strides in this area. Members are planning a "Leadership Summit" for March 14, and the plans include inviting representatives of committees, possibly but not necessarily the chairpersons. During the session, those leaders might use the type of matrix that we used in the start-up conference in Concord in September in order to determine their own lines of responsibility and roles. Kate O'Shea is very active in this effort, and she will have additional information to share with the Board.

One of the enormous benefits of gathering various leaders so that they can examine their own responsibilities is its relevance to my work as the Exec. I see the Exec as the resource person for the programs of the church, and to be effective the Exec needs a way of connecting with the committees and other groups -- to know what is going on and what the committee leaders need in order to do their jobs well. I will work with the planners of the Summit Meeting to see that they become familiar with the ways the Exec can be/must be helpful to the existing and potential church leaders.

As always, I welcome your questions and comments. Faithfully, Janet Newman