

November 29, 2011

Attending: MaryLee Keane, Tom Ott, Walt Ceglowski, Betsy Gabriel, Andrea Parry, Linda O’Gwynn, Mark Bernstein, Leni Windle

Absent: Norman Matlock

Non Board members: Kent Matthias, Beth Lazer,

Minutes: October minutes were amended and approved.

Reports: Treasurer not present.

Membership report will be forwarded by Tom Ott.

Ministers report:

Staffing for the Future is working on a plan which was originally to recruit for the DRE position. Most likely we will have an interim or consulting DRE. Currently we need more DRE time.

The Strategic Staffing team believes that a long-term staffing plan for programming positions will not be developed until this spring. We recognize that this schedule will not allow us time to recruit religious professionals for church year 2012-2013. Therefore, some interim solution will be required. We recognize that this top priority needs immediate action.

Finance report:

Questions about the CIF could not be answered. Questions will be referred to Michael Campbell and Rudy Sprinkle.

Treasurers Report: A concern was expressed that the budget presented by the treasurer is not the one passed by the board. Mary Lee will pass the question to Lee Meinicke and ask that Lee attend the next board meeting.

Executive Committee Emergencies: Discussion regarding what constitutes an emergency and what would happen in the event: **(Final wording will be added at the January Board meeting.)** Motion passed.

Kent’s goals:

Betsy Gabriel provided a list of long range goals. Some goals are completed, some are launched, others are in process. The goals reflect where the church is going and Kent’s plan to move toward that end. In most cases there are some specific actions and specific measurements. For example job descriptions have been written for staff. The Minister’s report will give updates on the goals. A quarterly report will be given.

Ending Racism:

The discussion centered on the letter received requesting the board answer a questionnaire regarding where we think the church is in terms of multi culturalism and what we suggest to move us more in that direction. Kent expressed a hope to unify the Ending Racism team and the Appreciative Inquiry team. He would like to look at what has worked to bring us thus far and continue those approaches.

It was suggested that Kent, Mary Lee, and Beth Lazer, chair of the MPC, attend the next Ending Racism Committee meeting to listen and respond. As a board we want to respond to the letter but think it should be started with a conversation rather than with a questionnaire. Mary Lee will send a letter in response and will ask to come to the meeting.

Governance:

The Board of Trustees has been considering approaches to governance that might increase our effectiveness as a governing body and as a church. It was stated that some congregants feel that the board does not trust them and suggested Policy Governance. Perhaps, if the board focused on setting policies, it would minimize the need to overturn decisions by other committees. Policy Governance delegates a great deal to the professional staff. It also requires strong lay leadership. It would give leadership more structure. Its implementation would mean would increase institutional history.

Policy Governance may require leadership development to improve lay leadership and revisiting our policy manual.

Beth Lazer has edited the current policy manual and will be meeting with Gloria Smith this week. Policy governance is an iterative. Small steps should be taken. We should start with a step in July when the new board is elected.

Policy Governance can help us to be the best we can be. We will probably not follow the letter of Carver. It forces us to look at the vision of the church. It requires goals and gets everyone on the same page regarding the purpose and goals of the church. Staffing of the future would be to have the administrator be more of a partner-leader of the church.

A priority of the policies should be what is delegated to the councils.

Next step: Could make a list of what other places in the JPD using this sort of process. Each of us could speak with members of two congregations who have implemented this. A list of questions would be helpful as well.

Beth will also forward information to Mary Lee.

Kent noted that we have not discussed how this would impact the minister. We may want members from other congregations come to share their experience.

Kent will call Richard Speck.

New Business:

Money is an issue that we need to consider and become more involved.

How did the issue of the emergencies become an issue of policy? When something like this is passed, it should be made policy.

How is the budget being developed this year? Lee, Michael, and others will present a draft.

Motion to adjourn. Passed unanimously.

Respectfully submitted,

Leni Windle

Secretary