

Board Notes September 2016

To All our Members and Friends at UUFM:

Here is your September edition of your Board Notes. The board voted on and unanimously approved several important items at our meeting this month:

1. Finance committee recommendation to cash out our investment funds which are now at a high level in order to help pay down debt.
2. Final Long-Range Plan approved. Please find the link for this [here](#).
3. Personnel Policy Discipline Plan. Watch for the final draft of our Personnel Policy as soon as it is completed.
4. Ballot to be used at our Congregational Meeting for voting on Developmental Ministry. Find the link [here](#).

Your Finance Committee has had long discussions over several months to decide the best strategy for our investment funds. We appreciate their thoughtful and careful decision-making.

We plan on having Table Topic discussions during coffee hour after Sunday services during the month of November on our new Long-Range Plan. We plan to keep these goals and objectives front and center in our Board discussions, and in our committees. At least quarterly, progress on these objectives will be reviewed at each Committee Chair Council meeting and the following board meeting. Thanks to everyone for your input last spring and over the summer to make this final plan a reality!

Many thanks also to our wonderful Personnel Committee for months of hard work on updating our Personnel Policy. They are a dedicated and committed group.

As a board, we wanted our vote on Developmental Ministry (DM) to reflect not simply a yes/no decision, but to help indicate how much of a commitment to this DM process we have in the congregation. Not only will this help the board make the final decision whether or not to apply for DM for next year, but the results of this vote will be shared with the MidAmerica Region people who decide if we are a good candidate for DM. They want to see that we have a strong commitment to do this work of cultural change.

Good news: our Treasurer, John Knox, reports that our budget is on track and looking good for this year. Many thanks to Tony Filipovitch, our acting CFD Director, who has gotten our CFD program off to a wonderful start- as a volunteer. His many hours spent on this have saved us considerable funds already. But his plan is to be training his PAID replacement during December, with a start date for our new Director in January 2017. Please let us know if you can think of someone who would be terrific for this position.

We are already making good strides in our goal of Policy Governance for our congregation. We have 4 policies in place: Financial Policies and Procedures, [Endowment Fund Policy](#) (pending congregational approval on October 16), Personnel Policy, and Building Use Policy. We will start working on an inclusive Safety Policy this church year. Let me know if you are interested in working on this.

Marlene Stein-Greiner generously offered to be our Child Care Coordinator this year. She will be coordinating child care workers as needed. She is beginning to get this position clarified and we will let you know more about it soon.

But we have several IMPORTANT positions unfilled in our congregation. Please let me know if you feel you would be good at any of these, or can give me a recommendation of someone to talk with that you think would be good at one of these positions:

1. Secretary for the Board: Becky Rossow has generously donated her time since July as our 'scribe' for the board. She is not an official board member, but comes to each meeting and writes up excellent minutes. She will do this for next month, but we need a replacement by November.
2. CFD Chair: open
3. Co-chair for Personnel: Danielle Stedman does an outstanding job, but this is too much for one person. Are you interested in Personnel issues? Willing to learn from a professional HR person? Want to meet monthly with a great group of people?
4. Membership Chair: Jane Schostag is Acting Chair but we need a regular chair- and preferably co-chairs for this essential position to help connect new and long-time members.

And, of course, 5: CFD Director.

Listening Circles

WE WILL HAVE CHILD CARE FOR THE NEXT 2 LISTENING CIRCLES, OCT 2 AND 9!!

We have had over 30 members attend our first 2 listening circles, with great discussions about [Developmental Ministry](#). See the notes from our first 2 sessions here. [Session 1](#) and [Session 2](#)

If you haven't attended yet, please consider being one of the 15 to 20 additional members we hope for in each of the last 2 sessions. We need an informed congregation in order to make this important decision. We as a board want you to know we want your input and wait to actively listen to your ideas and concerns.

YOUR BOARD WILL BE IN THE FORMER PLANET ROOM TO LISTEN TO YOU ON SUNDAY OCTOBER 2 AND 9 FROM NOON TO 1. CHILD CARE PROVIDED.

In Gratitude,

Nancy Cramblit
Your Board President