

Board of Trustees

Submitted by Beth Hospadaruk, President

Description of the Board

The Board serves as the governing body for the Congregation. In the course of bi-monthly meetings, the Board considers new policies, reviews existing policies, approves the annual budget, and monitors compliance with the by-laws and other guiding documents, such as the strategic plan.

The Congregation elects lay leaders at the annual meeting to serve on the Board of Trustees, including four officers and five members at large. Terms of services are rotated to ensure stability. Each year, the Congregation votes on a slate of 3-4 people, presented by the Leadership Development Team (LDT). In addition, the Past President and the Senior Minister/CEO advise the Board and serve as non-voting members.

Members of the Board of Trustees: (June 5, 2016- June 4, 2017)

- Officers: Beth Hospadaruk (president), Margie Teall (vice president), Allen Duncan (treasurer), Cathie Breidenbach (secretary)
- Trustees at Large: Hayley Boyse, Lissa Oliver, Tricia Mooney, Laura Bollettino, Jim Schaefer
- Past President: Ken Clein
- Senior Minister/CEO: Reverend Gail R. Geisenhainer, retired, August 2, 2016), Reverend Douglas Wadkins (August 2, 2016-present)

2016-2017- General Statement:

This has been a year of transition. Rev. Gail Geisenhainer retired on August 2, 2016 after 8 years as our Sr. Minister. The previous BoT along with the current BoT successfully walked side by side with Rev. Gail during all of the Congregation-wide good-byes, presentations and major celebrations. This congregation conferred with pride, Emerita status to Rev. Gail. She created a ministry here that was so much loved and we sent her on to retirement with ONLY good wishes and many, many thanks. We donated over \$50,000 to help purchase the Geisenhainer Steinway Grand Piano for the sanctuary as well as a beginning balance in the Geisenhainer Music Fund to provide piano lessons for children in our community.

The Rev. Douglas Wadkins was hired as our interim Sr. Minister by the Board of Trustees with the goal of helping us do the hard work to prepare for our next called Sr. Minister in 2018. The areas of concern from the interim application are:

1. Need to rebuild our pastoral care programs (recent structure breakdown).
2. Need to continue discernment of the most effective staffing appropriate to our size and means.
3. Improve connections with larger UUA /Regional conversations & programming.

4. We are revisiting, restructuring our policy based governance
 5. Fundraising- internal/ external (Have a new committee that needs to review, revise and promote rental opportunities such as weddings, etc.)
 The board has worked closely with Rev. Wadkins to support and collaborate when necessary in these areas of work during this interim period. Rev. Wadkins has consistently kept the board updated on progress in the areas of need and understand that the work is ongoing and priorities placed on the most urgent needs (pastoral care, staffing configuration and restructuring our policy based governance) have taken precedence during this first year.

Board Activities and Accomplishments:

- Created a Board Covenant for a good working relationship
- The rebuilding of the parking lot was completed
- Many repairs, upgrades and building improvements completed.
- Together, studied the book: Governance and Ministry, 2nd ed. by Dan Hotchkiss.
- Supported the continuation of Reflective Conversations with emphasis on SGD
- Supported Leadership Development Team's work by attending fall gatherings of lay leaders at two different locations (LDT member homes) for fellowship, conversation, sharing of ideas and appreciation of current lay leaders
- Supported the creation of a Governance Task Force and charged this group to do the following:

To review our current policy governance and study governance systems in other UU Congregations and other non-profit organizations. The task force is asked to recommend to the board changes in our governance system that would

1. *Ensure that the job description for the next called Senior Minister is clear and achievable.*
2. *Clarify the shared leadership responsibilities of the Board and the Senior Minister.*
3. *Create a governing system that can be explained simply to the Congregation*
4. *Better spell out the Board's responsibilities for monitoring the health and well-being of the Congregation and its assets.*

Ideally the task force, working with the Board of Trustees would provide any recommended changes to UUAA Bylaws and Governing Policies in time for a vote at the Annual Meeting in May/June of 2017.

- Met with Ian Evison from the MidAmerica Region of the UUA in a Board Retreat. He helped the board understand it's role in the life of the Congregation, and especially during these 2 years of interim period.
- Held regular Q & A's with the President and the Sr. Minister. Topics over the year were:

October- Meet our new Sr. Minister, Reverend Doug Wadkins

November- Worship, in conjunction with the Worship Team

December- Finances and Fundraising in conjunction with the Finance and Fundraising Teams

January- Search Committee Process

March- Updating our governance policies in conjunction with the Governance Task Force

May- Annual Meeting Topics

- Approved a balance budget and supported a successful Annual Budget Campaign (pledge drive).
- Approved a proposed room name change from “The Thomas Jefferson Room” to “The Viola Liuzzo Room” to honor the Unitarian Universalist activist killed in Selma, AL during the Civil Rights movement in 1965. A letter was sent to her grandson informing him of this naming and inviting him at any time to visit UUAA.
- Supported the Social Justice Council on applying for a grant from UUA to support a local Get-Out-the-Vote effort sponsored by the League of Women Voters.
- Received updated reports (every 6 months) from the Fundraising and Finance Teams. These teams are both in an 18 month experimental period. If proven to be successful, the goal is to propose bylaw changes to make these both permanent standing committees of the BoT. The timeframe for a decision is Fall, 2017 after the final report to the BoT.
- Supported a proposal to update the Gift Policy and Executive Limitation on Gift Acceptance.
- Conducted a successful process to fill a balanced slate of 9 nominees for the Sr. Minister Search Committee. A vote for 4 by the congregation to be held at June 4, 2017 Congregational Meeting with the remaining 3 to be nominated by the BoT (2 of the 9 will not serve). 125 members participated in suggesting trusted leaders for consideration. From those suggested, the BoT chose members who met the desired criteria and who said “yes” to the call, which included but were not limited to the following:
 1. Has been a UUAA member for at least a year
 2. Is not a paid member of the UUAA staff.
 3. Is respected and trusted by many in the UUAA Congregation.
 4. Is strongly committed to the Congregation as a whole, not just to a subgroup.
 5. Doesn't hold extreme views, either positive or negative, about our previous ministers.
 6. Is capable of both self-assertion and compromise.
 7. Is well suited to teamwork.
- Officially accepted the Accessibility and Inclusion Ministry (AIM) Certification Award from Michelle Avery Ferguson (UUAA member and UUA AIM Administrator) at the January, 2017 Congregational Meeting.
- Supported sponsoring Theresa Rohick as a seminarian at Meadville Lombard Seminary.
- Voted as a Board to authorize our Immigration Action Coalition to sign the Sanctuary Pledge on behalf of UUAA—“As people of faith and people of conscience, we pledge to resist the newly elected administration’s policy proposals to target and deport millions of undocumented immigrants and discriminate against marginalized communities. We will open up our congregations and communities as sanctuary spaces for those targeted by hate, and work alongside our friends, families, and neighbors to ensure the dignity and human rights of all people.” with the following resolution: We authorize the IAC to sign the above pledge on behalf of the

congregation and to request them to work towards answering questions and carrying out the processes for bringing the issue to a congregation vote on becoming a sanctuary space. The IAC continues to educate the congregation and work toward a goal of opening the doors at UUAA for Sanctuary in the future.

- Supported a proposed bylaw change (to be voted on at the June 4, 2017 Congregational Meeting) to create a standing committee on Governance with a charge with advising and educating the Board on governance issues.

It has been my honor to serve the last 2 years as President and the year prior as Vice President. My faith, my heart and my love belong to UUAA and I look forward to moving into other areas of focus as I continue to support the work of this congregation. As we say each and every Sunday:

The spirit of this church is love
And service is its law
This is our covenant with each other:
To dwell together in peace.
To search for truth in love,
And to help one another

In Faith,
Beth Hospadaruk
President