

Shawnee Mission Unitarian Universalist Church
 Board of Trustees Meeting
 September 11th, 2017 6:30pm
 Board Room

INVITE everyone into a caring community
 INSPIRE the search for spiritual growth
 INVOLVE all in working for a peaceful, fair, and free world

Voting members	
Don Skinner, President	x
Nancy Mays, President-Elect	x
Jim Lenox	x
Tiffany Johnson	x
Logan Heley	x
Gaby Kusko	x
Jo Ella Hoyer	x
Non-voting members	
Rose Schwab, Minister	x
Randy Burdge, Treasurer	x
Marjorie Rice, Past President	
Gail Robertson, Secretary	x
Others:	
Rachel Wathen	x
Kim Enyart	x
Vickie Trott	x

Call to Order (Don) 6:31pm
 Chalice Lighting (Rose)
 Check-in (All)

Consent Agenda

- I. Approval of minutes postponed until all board members have read – board to email Gail approved or changes
- II. Link on Realm, but also remains the same each time – no change in link
 - a. Gail to work on freezing link or email to board each month.

Informational Items

- I. Available to board and in agenda

New Business

- I. Board meeting change of date - proposal
 - a. Discussion of impact on board members with children and other obligations

- b. Rev. Rose will be taking Mondays off this year, so consideration for moving meeting to Tuesdays
 - c. Current plan to move and discuss in December – due to conflicts at this time
 - d. Rev. Rose will work Monday nights only for the board meeting
- II. Rev. Rose annual evaluation
- a. Board committed to
 - i. Sept. Jim Lenox
 - ii. Oct. Jo Ella Hoyer
 - iii. Nov. Nancy Mays
 - iv. Dec. Don Skinner
 - v. Jan. Gaby Kusko
 - vi. Feb. Tiffany Johnson
 - vii. Mar. Logan Heley
 - viii. April Gail Robertson
 - b. 7pm on Wednesdays for all meetings with COM
 - c. At the end of the year, board will need to submit preliminary fellowship feedback to UUA on Rev. Rose
 - i. Packet to be provided by UUA, COM will gather all the notes and compile
- III. Budget Reports (Kim)
- a. As we get to Sept. and Oct., please remember it is a low fiscal time of the year
 - i. Will be monitored
 - b. Three restricted accounts with no primary contact; to be dissolved, must have approval from Board – placed/redirected
 - i. Dance floor
 - ii. Documentary film
 - iii. Uganda School fund – will be discussed with Sarah Kessler
- Motion to dissolve the restricted accounts for dance floor and documentary film accounts and direct funds into an account the board can utilize for rezoning costs, including dissolution of Uganda School fund contingent on discussion with Sarah Kessler: Jo Ella motions, Logan Heley seconds
Unanimous vote, motion passes**
- c. Question from Randy regarding KCUR restricted account – should this account/plan be continued?
 - i. Discussion of use, purpose, and utility
 - ii. Brief discussion of how to advertise to congregation
 - iii. Timing important – not to conflict with KCUR fundraiser
 - iv. Tabled at this time until directly prior to next fund drive
 - d. Kim will be leaving; transitioning new individual into the position
 - i. Many thanks from Board to Kim!
 - e. In the policy to complete an internal audit every year
 - f. Interviews for new individual this week; Kim will train
- IV. Endowment (Vickie)
- a. Available and read by board

- b. It is not set up as a foundation – utilizes the church’s federal ID number
 - i. Fund of the church
 - ii. By-laws not appropriate
 - iii. Moved to an “endowment policy”
- c. Endowment does not offer any advice – individuals must discuss wishes to contribute with their own financial advisors, lawyer, or insurance policy management
 - i. This document/policy available to all members
- d. Acknowledgement of gifts over \$250.00
- e. Suggestion: appropriate communication to church members (e.g., pamphlet)
- f. New endowment policies require board approval
 - i. Gifts that are not specifically labeled or directed will go toward endowment – through estate planning/will
 - ii. Gifts can also be directed to the endowment
 - iii. If funds donated in honor of specific individual – they would enter an unrestricted board funds
 - iv. Discussion of funds going directly to budget – how that might impact the budget and responsible development of future budgets
 - 1. Suggestion that all funds above a specified (?) amount go toward endowment
 - 2. Would require more comprehensive fundraising development and management
- g. Discussion of where endowment funds are spent – ideally only half of the income developed toward items that “show” or are visible
 - i. Improvements to church
 - ii. Outward facing programs
 - iii. Emergency flow if needed – catastrophic/crisis – may be expended in excess of 2.5% (requires 2/3 majority of the total from Endowment and Board committees)
- h. Endowment committee determines where funds are directed/spent
- i. Discussion of the endowment committee having full discretion over expenditure of 2.5% yearly
 - i. Questions: For what is the endowment meant; Strategic plan; Current balance; How individuals are memorialized
 - ii. Comment on 2.5% of income use per year being appropriate
 - iii. Comment and discussion on “who” determines where/how funds are utilized (currently only the endowment committee)
 - iv. Committee appointed every 3 years – per policy
 - v. Comment and discussion on possible future disconnect/conflict between board and committee priorities
 - vi. Discussion of goals/strategic plan for church as a whole that might guide committee
 - 1. Retreat to begin process of creating a strategic plan/goals for the church
 - 2. Rev. Rose commented on plans
- j. Board would like to revisit policy when strategic plan in place – ministry

Motion to approve endowment policy as it currently stands with adjustment in language to reflect 2/3 voting by endowment and board committees: Tiffany Johnson, Nancy Mays seconds

Unanimous vote, motion carries

- V. Donate the Plate (Rev. Rose)
 - a. Formalize process
 - i. Suggestion by Rev. Rose to move complete decision-making/reviewing to DTP committee
 - ii. Suggestion by Jo Ella to have board members facilitate the determination of monthly receiving organizations

**Motion to give Donate the Plate committee authority to determine September DTP recipient: Tiffany Johnson motions, Jim Lenox seconds
6 yay votes, 1 not present (Logan Heley), motion carries**

- VI. Racial Justice Efforts (Rev. Rose and Gaby)
 - a. GA concerns about current local climate
 - b. Racial justice is and should continue to be a large part of strategic congregational plan
 - c. Beloved Conversations – upcoming
 - i. MUUSJA – Minnesota UU social justice alliance
 - ii. Spring
 - d. Funding will be directed to these efforts overall
 - e. Gaby – LAC - needs information that represents our position
 - i. Purpose and powerful statement
 - f. Need commitment to October 10th teach-in – TUESDAY Evening
 - i. Mid-america
 - g. Social justice organizations that do training locally?

**Motion to host an anti-racism webinar by Mid-america region of UU on October 10th, 2017: Gaby Kusko motions; Jo Ella Hoye seconds
Unanimous vote, motion carries**

- VII. Youth attending GA
 - a. September 23rd from 9am to noon for GA planning
 - b. Youth will do a separate training in October/Early November

- VIII. Roof update (Don)
 - a. Change in plans for roof and RTU
 - i. Did not raise enough money
 - ii. Bids came in higher than expected – currently talking to lowest bid and adjusting to needs
 - b. Plan to replace 16 units and complete the roof work “several years later”
 - c. Monitoring roof leaks currently

- IX. Picnic costs
 - a. Raised about \$300 dollars from donations

**Motion to utilize Patsy Pearce memorial funds for remaining picnic costs not covered by donations upon receipt: motion by Logan Heley, Tiffany Johnson seconds
Unanimous vote, motion carries**

- X. Retreat planning
 - a. Saturday October 7th, 8am to 4pm
 - b. Strategic planning is goal
 - c. Location to TBD
 - d. Nancy and Jo Ella to facilitate day plans

- XI. Installation planning
 - a. October 28th at 2pm to 4pm, Saturday
 - b. Everyone is invited!
 - c. Childcare available

Closed 8:55pm
Don and Rev. Rose

Upcoming dates:
October 7th, board retreat
October 9th, board meeting
October 10th, teach-in