

Shawnee Mission Unitarian Universalist Church

Board of Trustees Meeting

January 13, 2014 6:00 p.m.

Board Room

Voting members	
John Holloway, President	x
Fern Aron	
Fiske Miles	X
Jennifer Nelson	X
Terry Cushman	X
Linda Trout	X
Wendi Born	X
Non-voting members	
Thom Belote, Minister	x
Vickie Trott, Treasurer	
Michael Monthey, Secretary	X
Lisa Wilson	X
Others	
Adam Koehler	X
Kim Enyart	X
Rachel Wathen	X
Staci Hetz	X
Jim Crist	X
Jay Hetz	X
Adam Wathen	X
Dori Thexton	X
Nancy Mays	X

John called the meeting to order at 6:01PM.

Minister's Moment: Rev. Thom lead a short prayer.

Open Forum: John opened up the floor for a short time for comments.

- a. Nancy Mays asked the board how the board will seek input from the congregants.
- b. Nancy also asked about how the staff will be protected.
- c. Nancy then asked on how that information will be sent to the board.
- d. Mike Turvey then made a statement. Mike asked where the personnel policy is on how items are to be dealt with.
- e. Megan Irwin indicated concerns regarding how the situation with Sara was dealt and recommended the following:
 - i. Establish an independent team to evaluate employment processes and procedures and review Sara's termination
 - ii. Hire an outside organizational consultant, ideally from the UUA, to mediate and assist with the review.
 - iii. Have a staff advocate on any team that is formed to address issues that will affect the staff.
- f. Tiffany Johnson also asked for independent mediation.
- g. Adam Wathen indicated the budgeting last year seemed to be obfuscated, and seems indicative of information gaps and that there should be more openness and transparency.

Consent Agenda: Linda moved to approve the Consent Agenda, seconded by Jennifer. Approved unanimously.

• **Agenda, January 13, 2014 Board of Trustees Meeting**

• **Minutes, December 9th, 2013 Board of Trustees Meeting**

• **Staff Reports, December 2013**

Executive Committee Report : (none this month)

Old Business

- 1) Waldorf update – Kim Enyart
 - a. Waldorf likes the idea of the two day a week in the pre-school room a lot.

- b. When asked about the change to two days a week they indicated it works for them at the moment.
- c. Toys will need to be moved out and Waldorf's toys to be used.
- d. Waldorf will have retreat this weekend. Photos to be taken this week.
- e. Linda and Vickie to discuss going forward afterwards.
- f. After some discussion it was decided to continue on with as is for now.

New Business

- 1) Heating and Cooling and Water Update
 - a. Less than \$1000 of actual damages appear to be done.
 - b. Broken pipes were \$450 to repair.
 - c. Water bill was actually quite low, \$210. Bill was reduced due to the alert on the incident.
 - d. We have 18 units, all replaced in 1999. Four to five heat exchangers that are bad and are constantly going down.
 - e. Sanctuary unit is one of the units with issues.
 - f. Kim to go to the Finance committee as units reach point of irreparability.
- 2) 6 month budget update (Kim Enyart, Vickie on vacation)
 - a.
- 3) Church Programming Overview (Rev. Thom)
 - a. Refer to attached
- 4) Fiske motioned and Linda seconded that the Policy Committee meetings be open. Passed unanimously. Next committee meeting is Tuesday at 6PM.
- 5) Staff Administration Policy (Fiske)
 - a. Fiske reviewed the recommendations regarding paid time off.
 - b. Future policy review will have the unedited documents to accompany for board review as well.
 - c. Staff to review and comment, will be about a week.
 - d. Committee to bring document for review and vote at the next board meeting.
- 6) Stewardship Update

- a. Stewardship campaign will be headed up by Marc Shiff.
- 7) Budget Process for this year
- a. Looking to work out the budget a little faster this year, with additional input.
- 8) Letter from Micheline Berger
- a. Dori related discussion regarding Right Relations and recommended the creation of a congregational task force to work on a document for the congregation.
 - b. John indicated the time has come around for a right relations committee to be re-created to ensure that all are treated the way they should be treated.
- 9) Wendi brought up a request from Jay Hetz for the board to consider providing childcare so that interested individuals could attend board meetings.

Action Check Out

- a. Time for discussion of action items for each board member.
- b. Waldorf to follow up with us.
- c. Tom to check with addiction group on whether they want to use our space.
- d. Mike to forward documents to Danny Novo.
- e. Someone to help replace Thom's car battery.
- f. Staff administration policy group to review staff comments, forthcoming.
- g. Thom and John meeting with Marc regarding stewardship campaign.
- h. Work to get budget process out in a more timely fashion.

Meeting was adjourned at 8:27 PM.

Next Scheduled Meetings

Executive Committee: 5:30 Monday, February 3rd – Saeger Room

Board of Trustees Meeting: 6:00 Monday, February 10th – Board Room