

First Unitarian Church of Philadelphia

Board of Trustees Meeting

December 20, 2018

Present: Annemarie Vaeni, Rev. Abbey Tennis, Matt Schreck, Zinat Yusufzai, Debby Schultz, Rebecca Ortenberg, Stephen Oliver

Consent agenda

The board unanimously approved the items on this month's consent agenda, which included the November board meeting minutes and the business administrator's report. In January, the board will review both the December and the January minister's report.

Mission and Vision Team Update

In late November, Rebecca Ortenberg, Annemarie Vaeni, and Rev. Abbey Tennis met with the newly formed Mission and Vision team. Its members are Phyllis Belk, Christy Santoro, Amanda Breen, Caroline Winschel, and David O'Conner, and their charge is to continue cultivating our new mission and vision forward. The Mission and Vision team will be introduced at the January congregational meeting, and they will be leading part of that meeting.

Miscellaneous business

The board briefly discussed the need for a new emergency plan, and is currently in the process of assembling a taskforce to take on this project. The board also briefly discussed the need for a new secretary and received an update about staff holiday bonuses.

Community Minister

The board had a robust discussion about the feedback on the proposal for Rev. Allison Cornish to become affiliated with us as a community minister. We noted that the response has been positive, but that many people continue to have questions about what the relationship will look like and the possibility of future and/or additional community ministers. Board members observed that affiliating with a community minister is not the same as offering a job or a volunteer leadership role--instead, it is formalizing a relationship, like accepting someone as a member.

Based on this conversation and feedback from the congregation, the board unanimously voted to affiliate with Rev. Alison Cornish as a community minister. The board also agreed to continue

working on the necessary changes and additions to the policy manual regarding community ministers, and we anticipate a vote in January on these changes.

Working Group Subcommittee Update

The working group subcommittee (Matt Schreck, Zinat Yusufzai, and Debby Schultz) reported back to the board on their recent discussion regarding board working groups. As defined by the policy manual, the current working groups are: property, development, finance, endowment and investment, and fundraising/events. The subcommittee is interested in looking at the working groups holistically to identify how they are currently working, and what (if any) structural changes need to be made to improve them.

The board began to discuss some of the central questions that the subcommittee identified, including: are Working Groups permanent, ad-hoc, temporary, or some combination of the above? Who provides direction to Working Groups? Do Working Groups identify their own members, or should there be an approval process for new members? What are the reporting requirements for each Working Group? What are the relationships among working groups that do similar work? What are their relationships to staff?

Going forward, the subcommittee will continue to explore these questions. They next intend to reach out to other Unitarian Universalist congregations about their working group structures.