

Approved: August 18, 2009

MINUTES OF CHURCH BOARD July 21, 2009
FIRST UNITARIAN UNIVERSALIST CHURCH OF SAN DIEGO

OFFICERS:

Susan Weaver, President	P	Everett Howe, Vice President	P		
Jan Garbosky, Past President	P	Iris Masotti, Treasurer	P		

TRUSTEES:

Rose Van Oss, Secretary	P	Connie di Girolamo	P	Newt Ferris	P	Eric Karpinski	P
Scott GrantSmith	P	Kevin Mann Kapa	P	Mark Helders	P	Sean Bohac	P

EX-OFFICIO:

Arvid Straube, Minister	A	Karen Walter, Director of Operations	P
Kathleen Owens, Associate Minister	A		

Present (p) Absent (a)

CALL TO ORDER, INSPIRATIONAL THOUGHT AND CHECK-IN

Susan Weaver called the meeting to order at 6:05 p.m. Jan Garbosky read the opening words. The Opening Song *Enter, Rejoice and, Come in* was sung.

All those present checked in. Barbara de Leeuw, a member of First Unitarian Church of Rochester, New York, attended to observe our Board process.

OPEN MICROPHONE

No comments were made at the open microphone

DIVERSITY ACTION GROUP

Scott GrantSmith for Diversity Action Group presented a process observation question for the Board to discuss at the end of the meeting: How *did tonight's agenda, reports, and discussion show that we are making progress in addressing racism and other kinds of oppression in our church community?*

The meeting agenda was approved

LIVING OUR MISSION/SHARING SUCCESSES

Rose Van Oss read the Church's Mission Statement. Karen Walter shared a note from Rev. Kathleen Owens who wrote of her pride in our church at GA. There were so many of us from First Church active at GA and several of our members won awards or led workshops.

Kevin Mann Kapa and Sean Bohac were installed as Trustees.

CONSENT AGENDA

A motion to approve the Minutes of June 9, 2009; the Membership Activity Report, and the Signatures and Authority Resolution was made by Jan Garbosky and seconded by Scott GrantSmith. The Consent Agenda was approved.

DISCUSSION / ACTION ITEMS/REPORTS

Review Draft Board Covenant

Susan Weaver indicated this is done at the first meeting for each new board. Various members read each paragraph until it was read to all. Sean Bohac asked about the line "*to speak with one voice*". Susan and Jan led the discussion that followed. It was explained we give a united voice to the church once a Board decision has been made and consensus of the Board is the goal of discussion. The Covenant was accepted by the Board.

Review DAG Process Check Format/Expectations

Scott GrantSmith explained what it is and how it works. 5th Tuesday Board meetings are given to JTW and Diversity questions, actions, and progress. The next 5th Tuesday is September 29.

2009 – 2010 Board Organization

Signups for providing Board readings and snacks, and attending Sunday Board chats (last Sunday of the month) were completed.

New members were invited to ask for a Board mentor if they chose. Experienced Board members were invited to volunteer to mentor.

It was suggested we go to South Bay as well for Board chats. Jan suggested the Communications committee thinks about how best to do 4th Sunday, perhaps choose a topic to discuss and publish it.

Everyone has now signed up for a Board group. Each group must choose a chair and should include a Church member who does not serve on the Board..

Community Letter – LoveHonor Cherish

Sean Bohac spoke about repealing Prop 8 and hopes to get it done in 2010. He invited the church to sign the letter by LoveHonorCherish in support of a ballot initiative in 2010 to repeal Prop 8. Susan read the church constitution for clarity on what we as a church are required to do for approval. While the church has made statements in support of marriage equality, it seems the letter would have to be voted on with a 2/3 majority of the congregation approving. The Board of Trustees could sign it but it wouldn't represent the church. Discussion followed. Newt Ferris moved that the item be tabled

until the August meeting. Scott GrantSmith seconded, and the motion was approved by a majority.

Preschool Discussion Update

Susan Weaver reviewed for the Board that a consultant's study last spring had recommended review of the structure of the Church relationship with the preschool. The preschool board had since expressed interest in being its own 501(c)3. Susan reviewed a recent discussion that the Preschool Director, Co-Presidents, Preschool Liaison and she had with Mr. Jon Grissom, an attorney for the Church. Mr. Grissom had described the process for making such a change, and he noted that potential issues do exist with such a change and advised the Church and Preschool to think it over carefully. Church members likely couldn't be offered priority of admission and the availability of a property tax exemption may change (an issue that required further research.) Liability of the church as a landlord would remain as long as the preschool was on Church ground regardless of the model used. Prior to making a decision, the Preschool Board would like to further discuss changes to the relationship structure other than being a separate 501(c)(3).

President's Report

Susan Weaver reported on attending GA in Salt Lake City. She attended the Interfaith Witness for Immigrants and the multicultural track of UU University. Plenary sessions were interesting--the proposal to change Article II of the UUA Bylaws failed by only 13 votes. The issue of the democracy of choosing delegates was reported on--of concern is whether only those who have the time and money attend GA so it isn't democratic. Suggestions to correct this were made at GA with nothing decided at this time. Susan participated with our church and other churches in our UU Cluster in marching in the Pride Parade, and was glad to be a presence at the California Faith for Equality booth in Balboa Park on Sunday.

Creation and Review of Governance Policies – The Year Ahead

Susan Weaver led a discussion of the draft "Resolution Regarding Governance Policies", and recommended revisions, including deleting the reference to the Ministry Team Council and clarifying that the policies adopted as Governance Policies are subject to further revision. Mark Helder moved, and Eric Karpinski seconded, that the resolution be adopted. A majority agreed, with Sean Bohac abstaining, and the "Resolution Regarding Governance Policies," attached to these minutes, was adopted.

Board policies to be created or revised in the coming year were discussed. There are 21 items listed we need to address. #20, "No Ombuds Committee" means that policies referring to an Ombuds Committee should be deleted, as that committee no longer exists under the new Church Constitution. However, a new process for complaint resolution needs to be developed.

Jan Garbosky advised the Board on how the Communications committee could do research and provide draft policies for the board to consider. Jan will find people who know policy governance to review what is drafted to make sure it is in compliance with

the principles of policy governance. Mark suggested we have a rough schedule of what policies to address each month. Connie suggested a draft be submitted one month, discussed at the Board meeting, published for the congregation so the board might receive any comments, and voted on by the board at a second meeting. It was agreed that was a good idea. Arvid wants to be assessed this year based on the Church outcome statements, and the Communications committee may assist in that evaluation..

The following reports were included in the Board packet and offered for discussion:

- Associate Minister's Report
- Director of Community Life's Report
- Director of Operation's Report

Karen advised us that the social justice coordinator position was published on Craig's List last Friday. The listing will stay posted until 8/7. We have had more than 10 resumes submitted already. We paid a fee for a 30-day listing.

PROCESS CHECK AND CHECK OUT

We discussed how we addressed the Diversity Question with the agenda and discussions of the evening. Several items were mentioned that addressed the question. We didn't address racism at this meeting.

The meeting adjourned at 9:07 p.m.

Respectfully submitted,
Rose Van Oss, Secretary

FIRST UNITARIAN UNIVERSALIST CHURCH OF SAN DIEGO

RESOLUTION approved by the Board of Trustees, Tuesday, July 21, 2009:

San Diego National Bank checking account #0240780970
may be signed on by the persons who are listed below:

Susan K. Weaver, President
Everett Howe, Vice President
Jan Garbosky, Past President
Iris P. Masotti, Treasurer
Rose Van Oss, Secretary
Karen Walter, Director of Operations

The following money market accounts may be signed on by the persons who are listed below:

Charles Schwab Brokerage 3295-0567
Charles Schwab Brokerage 3295-4814
Charles Schwab Brokerage 1940-4435
Charles Schwab Brokerage 5411-7489

Iris P. Masotti, Treasurer
Karen Walter, Director of Operations

The following persons are authorized to have access to Safe Deposit Box #2430 at San Diego National Bank:

Susan K. Weaver, President
Karen Walter, Director of Operations
James Faris, Bookkeeper

Stocks, bonds, and government securities may be bought and sold through accounts with Charles Schwab & Co. by the following persons:

Iris P. Masotti, Treasurer
Karen Walter, Director of Operations

Rose Van Oss, Secretary

Date

Susan K. Weaver, President

Date

FIRST UNITARIAN UNIVERSALIST CHURCH OF SAN DIEGO
2009-2010 Board of Trustees

BOARD COVENANT
Draft as of July 9, 2009

We, the Church Board, the Church trustees and officers, of the First Unitarian Universalist Church of San Diego, do hereby acknowledge our commitment to serve the Congregation as their representatives and leaders.

We are ever mindful of being anti-racist, anti-oppressive, and multi-cultural as we fulfill our responsibilities under the Church Constitution and the Governance Policies established by the Church Board. This we do in the reverence to and the grace of the liberal religious values, which we hold sacred.

We covenant with the Congregation:

- to be accessible, to be involved with, and to represent all congregants;
- to recognize, to address, and to deal justly and effectively with issues;
- to speak with one voice;
- to listen, communicate, and interact in a clear and concise manner;
- to stay committed to implementing the Governance Policies;
- to be ever-mindful of our common purpose of creating whole human lives; and
- to continually evaluate our progress and celebrate our accomplishments.

We covenant to strengthen and deepen our relationships with each other:

- to create a safe and trusting space for thoughtful decision-making;
- to remain engaged in open, honest conversation;
- to respect and support each other and each person's values;
- to listen actively and compassionately;
- to agree to disagree amicably and respectfully;
- to work to understand one another's world view in all interactions; and
- to inject positivity, joy, and liveliness into our gatherings.

We covenant with each other to develop and utilize decision-making that:

- is fair and just;
- maintains a system of checks and balances;
- engages consensus process where applicable;
- proceeds in a timely manner, yet allows sufficient time for understanding and due deliberation;
- honors the diversity of leadership skills and styles;
- avoids forcing closure until all have opportunity for input; and
- recognizes a shared leadership and facilitation of meetings.

We affirm this covenant with our signatures.

Susan Weaver, President

Everett Howe, Vice-President

Jan Garbosky, Past-President

Iris Masotti, Treasurer

Rose Van Oss, Secretary

Sean Bohac, Trustee

Connie di Girolamo, Trustee

Newt Ferris, Trustee

Scott GrantSmith, Trustee

Mark Helders, Trustee

Eric Karpinski, Trustee

Kevin Mann Kapa, Trustee

Background Information: Love Honor Cherish

Love Honor Cherish is a grassroots organization dedicated to securing equal marriage rights in California and nurturing a new generation of civil rights leaders. Love Honor Cherish has a strong focus on speaking the truth about marriage and presenting the diversity of LGBT people and families. Formed in May 2008 to defeat Prop 8, Love Honor Cherish raised over half a million dollars for the No on 8 campaign and mounted an extensive outreach and media campaign. In the process, thousands of people were educated, empowered and inspired.

LHC is about inspiring people to get involved and volunteer on any level. They promote CA Faith for Equality and the UU Legislative Ministry among others (HRC, EQCA, MEUSA) on their website. They are interested in Repealing Prop 8 in 2010 and building a creative grassroots force to do it.

FIRST UNITARIAN UNIVERSALIST CHURCH OF SAN DIEGO

**BOARD POLICIES TO BE CREATED OR REVISED UNDER CHURCH CONSTITUTION ADOPTED JUNE 14,
2009
JULY 21, 2009**

POLICY	APPLICABLE CONSTITUTION PROVISION	SUGGESTED CURRENT GOV. POLICIES TO REVISE
1. Duties and Authority of Board Officers	Art. V, sec. 3	Section III.D (Re-title "Role of Officers")
2. Process for Selection of Secretary	Art. V, sec. 2	Section III.J (Re-title "Board Procedures")
3. Process (with flowchart) for Resolution of Complaints/Concerns Related to Board Policies	Art. IV, sec. 2(a)(5)	Section III.J ("Board Procedures")
4. Board Review of Letter of Agreement	Art. VII, sec. 6	Section III.G.3 (Compensation Committee)
5. Executive Session	Art. V, sec. 4 (d)	Section III.J ("Board Procedures")
6. Publication of Board Meetings	Art. V, sec. 4(a)	Section III.J ("Board Procedures")
7. Conduct of Meetings—(1) require an agenda, (2)actions by unanimous written consent be placed on Consent Agenda of next meeting, (3) provide for conduct of meeting if some attendees leave, and (4) process for holding meetings by conference call.	Art. V, sec. 4(c) and (f)	Section III.J ("Board Procedures")
8. Notice of Special Board Meetings	Article V, sec. 4 (b)	Section III.J ("Board Procedures")
9. Notice of Membership Meetings Requested by Members	Art. III, sec. 2	Section III.J ("Board Procedures")
10. Process for Hearing Requested by Member Subject to Immediate Removal	Art. IX, sec. 6	Section III.J ("Board Procedures")
11. Process Regarding Resignation due to Absence (if needed)	Art. V, sec. 6(a)	Section III.J ("Board Procedures")
12. Policy Regarding Not Filling Vacancy (if Too Far into	Art. V, sec. 5(b)	Section III.J ("Board Procedures")

Church Year)(if needed)		
13. Process for Removal of Members for Cause	Art. II, sec. 5(c)	Section III.J (“Board Procedures”)
14. Policy re: indemnification of Board members	Art. IX, sec. 4	
15. Process for recommending candidates for Search Committee	Art. IV, sec. 1 and Art. VII, sec. 1	
16. Process for receiving regular congregational input on policies and the promotion of transparency	Art. IV, sec. 2(b)	
17. Policies with respect to Affiliated Organizations	Art. VIII	
18. Manner of Voting at Annual Meeting (ballot v. voice vote)	Not included	Section III.D (Role of Board President at Annual Meeting)
19. Financial Limitations re: Endowment Fund (50% of Unrestricted Gifts/ Bequests Go to Endowment Fund	Art. IX, sec. 8(b)	Section 1.E (Financial Conditions and Activities)
20. No Ombuds Committee	Not included	Delete Section III.H.2 and III.K
21. Review “Policy Integrating EO Governance Church Constitution”		

Sections II and III of Governance Policies should be reviewed in entirety to ensure no other revisions are required for those sections to be in conformity with Church Constitution.

Kathleen's Board Report
July 2009

GA is over, summer is here and Pride is flowing!

We are comforted and challenged by worship and programs that appeal to our hearts, minds, and values and where a variety of spiritual paths are not only welcomed but celebrated.

Even with the arrival of summer, we continue to have good worship and programs. I'm enjoying the opportunity to preach more and I have received many positive comments regarding the series we're in. And this whole experience has brought to my mind the needs we'll have and support needed in the future when Arvid is away on sabbatical.

We cherish compassionate relationships that enable us to care for and support each other in times of joy and sorrow.

Usually there is a lull in the summer around pastoral care and before GA, that was true but we've been very busy of late. I'm so impressed and blessed by the generous support of our lay ministry leaders in pastoral care.

Also, while I'm on vacation this week (July 16-22), the Rev. David Miller will be on call and assuming pastoral care responsibilities. And he, Karen, Susan Weaver and Abby know how to reach me should a need arise.

We address the needs and issues necessary to produce a more just, equitable, and compassionate society for each other, all beings and the planet.

It is a pleasure to welcome Bonny Russell to the lay co-chair position with the social justice ministry team. Bonny, Jan Gallo and I (as well as others) attended the UU University track on Social Justice and that was very productive and exciting. The transition in leadership is complete and Bonny and I will be meeting regularly to prepare for the upcoming year in social justice. I'm thrilled with the ideas we've generated and look forward to what's ahead.

I sent Karen the job description for the coordinator position for posting. We are moving forward here and it feels very good.

While I'm sorry to miss Pride this year, thanks to Suzette for its creation, we are passing out cards advertising our Mosaic service and our South Bay campus to folks at the parade. We also created a church Tee shirt to wear at Pride and are glad to advertise our church this way as well. Finally, it was so good to raise the rainbow flag to show our support for the LGBT community. Thank you Jan and Bonny.

Our facilities are well maintained, environmentally responsible, accessible, aesthetically pleasing, and technologically current.

Knock on wood, I believe all is well here and if not, I know Karen has the answers for it.

Head of Staff:

We are moving on improving our websites for both campuses. I continue to work on job descriptions and this summer we look forward to adding two part-time positions to our staff: one for the South Bay and one for Social Justice. Also, staff this year is hosting a Dining 4 \$ event in August that will I think be a wonderful success. And in between vacations, I continue to regularly meet with Karen, Liz, Suzette, Alice, and Ellen.

MISC:

We had an initial calendar meeting with key folks who use a lot of the campus and we'll continue to coordinator, collaborate and make space as we can at the August Ministry Team Council meeting. With construction coming up (and it will happen!), space will be limited and we're thinking ahead to help ease the stress of that reality.

General Assembly was wonderful – for many reasons.

I have enjoyed having a month of Sundays.

I will be in Indiana 7/16-22 and will be back in the office on Thursday the 23rd.

First Unitarian Universalist Church of San Diego
Director of Community Life Report for
July, 2009 Board of Trustees Meeting
 S. Southfox, Director of Community Life

Looking at June, 2009

VISITORS

26 Documented Visitors Jun-09: Hillcrest Campus (see below)

How they identified themselves and how they found us (not everyone filled in this part of the form, some chose more than one designation)

Visitors - Who		Visitors - How	
First Time	18	Internet	6
New in Community	4	Family or Friend	6
Returning after absence	1	Church member	2
Visiting UU	4	PFLAG	10
No Designation/Other	0	No Designation	11
Age 18 - 24	6		
Age 25 - 35	4		
Age 36-60	9		
Age 61+	3		

4 Documented Visitors Jun-09: South Bay Campus (see below)

How they identified themselves and how they found us (not everyone filled in this part of the form, some chose more than one designation.)

Visitors - Who		Visitors - How	
New to UUism	2	Internet	1
Been to a UU Church before	0	Family or Friend	0
Recently moved to area	2	Church member	0
No Designation/Other	1	Mailer	1
Age 18 - 24	0	Hillcrest campus	0
Age 25 - 35	1	Newspaper article	0
Age 36-60	2	Neighbor	0
Age 61+	0	No Designation	0

WORSHIP ATTENDANCE

Total Weekend Worship Attendance Jun-09	
88	Attended Worship Jun-09 : Hillcrest Campus Saturday
1,563	Attended Worship Jun-09 : Hillcrest Campus Sunday (including RE)
176	Attended Worship Jun-09 : South Bay Campus (including RE)

Day	Date	HC 9:30	HC 11:30	HC 5:00	HC RE	SO Bay	SB RE	Other	Total
Saturday	6-Jun-09			32					32
Sunday	7-Jun-09	205	174		50	40	8		477
Saturday	13-Jun-09			18					18
Sunday	14-Jun-09	175	125		69	28	6		403
Saturday	20-Jun-09			20					20
Sunday	21-Jun-09	170	173		48	38	9		438
Saturday	27-Jun-09			18					18
Sunday	28-Jun-09	190	129		55	40	7		421
JUNE	Totals	740	601	88	222	146	30		1,827

Worship Attendance		
Mo / Year	Including RE	Average
June 2009	1,827 (5 weekends)	457
June 2008	2,167 (5 Sundays)	433
June 2007	1,789 (4 Sundays)	447
June 2006	1,799 (4 Sundays)	450
June 2005	1,817 (5 Sundays)	454

There were no new members in June, 2009. (There are currently 4 people "in process" of becoming new members)

June 2009 Community Life Activities

- Worked 4 of 4 Sundays (one was a travel day)
- Continued South Bay support (attended service 14-Jun-09)

- Attended General Assembly and participated in the following workshops:
 - ✓ *Day long UU Membership Professionals Organizing Meeting*
 - ✓ *Multicultural Track in UU University*
 - ✓ *Thomas Jefferson Ball: Reflections*
 - ✓ *Service of the Living Tradition*
 - ✓ *I told you so – Kate Clinton*
 - ✓ *Pirates, Boats and Cross Cultural Engagement*
 - ✓ *In House Leadership Training*
 - ✓ *Ware Lecture*
- Facilitated Becoming a Member Orientation, 3 attended
- Facilitated June workshop on helping congregants interact with visitors and other strangers on the Sunday patio – with Sybil Hunt, 35 attended.
- Relayed visitor interest to appropriate Ministry Teams for follow up
- Continued supporting Affinity Group programs & Community Life Groups.
- Developed strategies for Saturday Service support.
- Developed FUUSD promotional material for Pride Service.

DIRECTOR OF OPERATIONS' REPORT
JULY 21, 2009

As an update on the "database" project I mentioned two months ago, a consultant from Nonprofit Management Solutions has become involved and will pursue how best to collect and be able to report out a much larger volume of information through our eTapestry software. It is my goal to drastically reduce the number of individual spreadsheets staff are maintaining and instead, incorporate this same information in eTapestry. I firmly believe this will save staff time and thus, money.

Related to the David Fuhrer estate and First Church's status as beneficiary, his home was sold with the combined efforts of Betty Boone, me and the County Probate Department for a little over \$225,000. The estate continues in probate until a resolution is found related to an outstanding loan Mr. Fuhrer made to a neighbor. At that time the value of the estate will be distributed to First Church (the Capital Fund in particular). The estate also contains a stock portfolio of approximately \$40,000.

To give you an update on the Bard Hall project, I offer the following "process outline:"

- * we **HAVE** a building permit for phase 1/electrical change/underground infrastructure changes and that phase will begin the first week of August. This will cause some disruption in the Ace parking lot and in the fire lane down to the Meeting House. This phase is estimated to take 5-10 work days.

- *currently, traffic plans related to our parking with a new Bard Hall are being "reviewed" by the City's Traffic Department. We "could" hear back from them in the next 2 weeks or so.

- ***if** Traffic gives us the green light to go forward with the less strenuous "process 2," our architects would then submit the necessary plans (10-15 pages of drawings) to the Planning Dept. who I feel certain will find at least some minor issues that we will need to respond to (just for their own job security!).

- *Planning "could" hold the project for 2-3 months.

- *However, the architects would simultaneously at this point of submission to Planning (preliminary drawings are, of course, already in their computers) begin on the full packet (40-50 pages) of "construction documents" required to submit to the Building Dept. when Planning gives the okay.

- *after Planning gives approval, construction documents are given to the Building Dept. A building permit could then take 6-8 weeks, which might take us to mid-Dec.

***IF** the Traffic Dept. forces us into the more strenuous process 3, add at least three months to all these projections.

It would seem that I was overly optimistic when I projected demolition in Nov./Dec. That is just who I am, I am not going to prepare for the worst until it happens. When we hear from Traffic, I will decide whether or not to allow scheduling in Bard Hall for Nov. and Dec.

Karen Walter

BARD HALL CONSTRUCTION UNDER WAY!

To: First UU Church
Board of Trustees

From: Campus Project Oversight Team (CPOT)
Kath Belden-Hillery, Chair John Holl
Connie di Girolamo Eric Karpinski
Michael Fraire Melinda Newman

The Campus Project Oversight Team (CPOT), led by Kath Belden-Hillery, is hard at work with Karen Walters, Matthew Boomhower, Architects Platt Whitelaw, and Swinerton Builders, pulling together the construction plans to make our project a reality! During the month of July, we had several “plan reveal” meetings and we have received great feedback and many good ideas.

Plan Reveal meetings included significant donors, board members, staff, members, and friends. Most were held before or after Sunday services . . . there were lively discussions, as well as many questions regarding our upcoming building project. One of the things we identified was a need to hold a few very specific meetings to further discuss the design features of selected areas. We received input from kitchen volunteers, under the leadership of Linda Sola, requesting an opportunity to meet with the construction team prior to final design of the kitchen space. They have many cost reduction ideas, as well as logistical concerns, that they would like to review prior to the design being finalized. In addition, there were questions about the entry to the Meeting House and the bookroom, as well as technology questions about the wiring and electronic features of Bard Hall. While many of these concerns have been addressed by the architect and the builder, some issues still need to be “fine tuned”.

As a team, it became obvious that we need to provide an understandable, visible timeline to the congregation regarding the construction phases and activities. In addition, we believe that it will be beneficial to post current information regarding the pledged donations for our project. How many pledge dollars have we received? How close are we to reaching our financial goal? We intend to post these two banners in the patio area for all to see and follow our progress.

Attached to this report is our proposed construction timeline schedule. Please review this and ask any questions that you have at the board meeting. We’d like to make sure that this is understandable to the board before we print the larger banner for all to see.

One final word . . . the City of San Diego has a lot to do with the scheduling of this project. As we near the end of the year, we may experience additional delays during the holiday season. We need to stay patient!

BARD HALL CONSTRUCTION PROJECT

Aug | Sept | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May

PHASE 1 - ELECTRICAL UPGRADE



Builder:

Electrical Relocation begins 8/3/09

PHASE 2 - SITE DEVELOPMENT PERMIT

City:



Reviews Site Plans, could take 3-6 months

Architect:



Prepares Plans & Specs (2-3 months)

PHASE 3 - BARD HALL BUILDING PERMIT

City:



Reviews Building Plans & Specifications, could take 6-8 weeks

Builder:



Bids Project and Prepares Guaranteed Contract

Church:



Negotiates final contract with Builder

PHASE 4 - CONSTRUCTION BEGINS



Bard Hall Project Begins - 12-15 months to complete

LEGEND:

- Best Case
- Possible City Delay
- Possible Project Delay

DRAFT

RESOLUTION REGARDING GOVERNANCE POLICIES

- A. The Empowered Organization Governance Plan of First Unitarian Universalist Church was initially approved by the Board of Trustees of the Church on June 7, 2005.
- B. The Empowered Organization Governance Plan operated on a trial basis during the Church fiscal years 2006 – 2009 under (1) a set of Board-approved Empowered Organization Governance Policies, adopted June 7, 2005, and amended May 23, 2006; August 15, 2006; and April 21, 2009 (the “Governance Plan”); and (2) a set of Board-approved policies entitled “Policy Integrating the Empowered Organization Governance Church Constitution,” adopted June 7, 2005 (the “Policy”).
- C. In accordance with a Resolution of the Board of Trustees adopted May 20, 2008, the trial period of the Empowered Organization Governance Plan ended on June 30, 2009.
- D. On June 14, 2009, the congregation adopted a new Church Constitution, effective July 1, 2009.
- E. The Board of Trustees desires to establish the Governance Plan as its Governance Policies under Article IV, section 2 of the Church Constitution.
- F. The Board further desires to establish that the Policy remain in effect and be included in its Governance Policies, to the extent that its terms do not conflict with the terms of the Church Constitution adopted June 14, 2009.

THE BOARD OF TRUSTEES RESOLVES that the Governance Plan of the Church shall be its Governance Policies under Article IV, section 2 of the Church Constitution.

THE BOARD OF TRUSTEES FURTHER RESOLVES that the Policy, including its description of duties of Board officers, and the duties and functions of the Ministry Team Council, shall remain in effect and included in its Governance Policies, to the extent it does not conflict with terms of the Church Constitution adopted June 14, 2009.

Amendments of April 21, 2009 to Governance Plan:

Sections I.E.13 and I.E. 14 of the Governance Plan were amended as follows on April 21, 2009, to provide that the Lead Minister shall not:

13. Fail to take such actions as may be possible to ensure that spending and other financial obligations are consistent in amount and character with the Budget approved by the congregation, and to inform the Church Board of any overbudget items and “material deviations” within one month of occurrence. A material deviation is a variance in a budget line item that exceeds \$10,000. ~~5000~~.

Additionally, the Lead Minister shall not fail to add commentary to those reports that identify the source of funds for each material deviation requiring overbudget spending.

The Lead Minister shall not fail to request the Church Board to approve overbudget spending for each material deviation that (i) lacks a source of funding or (ii) sources its funding in cash reserves of the General Fund.

14. Fail to inform the Church Board if receipts or revenues are, or are likely to be at least ~~\$5000~~ 10,000 less than budgeted, for any budget line item.

The following limitation was also adopted by the Board on April 21, 2009:

The Lead Minister shall not fail to return balances from Committee- or Board-designated reserves to the General Fund if:

- a. Funds have not been used in 12 months, or
- b. There is no active plan for use of the funds within the group, or
- c. The group/committee is no longer active.

Installation of New Officers and Board Members

New Officers and Board Members: *I do solemnly swear to faithfully execute to the best of my ability the functions of a duly elected member of the Board of Trustees of the First Unitarian Universalist Church of San Diego, as stated in its Constitution, and accept the responsibility of ethical conduct. As a church leader I affirm that I will uphold the ideals of the Unitarian Universalist Association in all my dealings and deliberations.*

Board of Trustees and Officers: *Blessed are you who when asked to serve, do it gladly; who realize that change is brought about through human meeting; who do the work of committees, and stay 'til the end. Blessed are you who speak your mind in meetings, who can take and give criticism, who keep alive your sense of humor. Blessed are you who know that the work of the church is transformation of society; who have a vision of Beloved Community transcending the present; and who do not shrink from controversy, sacrifice, or change. Blessed are you indeed.*

--J. Buehrens, adapted