

A MESSAGE TO THE FIRST UU SAN DIEGO COMMUNITY FROM YOUR BOARD OF TRUSTEES

Your Board has been working on several issues about which we would like to communicate with you directly. We have been doing this through three board forums and Sunday on the patio Board Chats for the last several months. The topic discussed below do require changes to the Constitution (2/3 approval vote of those voting).

The topic below will be voted upon at a special April 23rd congregational meeting. This has to do with the proposal to reduce Board size.

The Board members are available to talk with you on Sundays in person and to be contacted about any Board related items by email. The following will list the proposal and address some history and points about why the Board supports the proposal.

The proposed vote on April 23rd will consist of two items to be voted on separately. The first item is the reduction of Board size from 12 members to 9 members. The second item is the elimination of the Board role of Immediate Past President.

Proposal to Reduce Board Size (vote on 4/23/17)

The following are proposed changes to The Constitution of The First Unitarian Universalist Church Of San Diego. Part 1 is how the Constitution is currently written and Part 2 is how it would look after the changes are made.

PART 1

ARTICLE V. BOARD OF TRUSTEES

Section 2. Board Membership. The Board of Trustees shall consist of 12 members:

a) Officers:

1. Immediate Past President who served as President the previous year;
2. President who served as Vice President/President-Elect the previous year;
3. Vice President and Treasurer each of whom shall be elected by ballot each year;
4. The office of Secretary shall be fulfilled by a Trustee or an Officer other than the President. In the spring of each year, the Board shall decide which of its members with non-expiring terms will perform the duties of Secretary for the following year.

b) Eight (8) Trustees (Trustees at Large) each serving a 3-year term unless completing a midterm vacancy.

PROPOSED CHANGE TO CONSTITUTION:

PART 2

ARTICLE V. BOARD OF TRUSTEES

Section 2. Board Membership. The Board of Trustees shall consist of 9 members:

a) Officers:

1. President who served as Vice President/President-Elect the previous year;
2. Vice President and Treasurer each of whom shall be elected by ballot each year;
3. The office of Secretary shall be fulfilled by a Trustee or an Officer other than the President. In the spring of each year, the Board shall decide which of its members with non-expiring terms will perform the duties of Secretary for the following year.

b) Six (6) Trustees (Trustees at Large) each serving a 3-year term unless completing a midterm vacancy.

Some history and points about why this Board supports this change

- In two annual retreats with a facilitator both the board size and the inclusion of the “past president” role were addressed with support for changing both
- The UU board has been discussing this issue since at least 2007
- Research has shown congregations of our size usually have 8 or 9 total board members
- As a policy governance board, a smaller board size supports being a visionary versus a managing board
- The current number of board trustees is difficult to fill. There are members who prefer to give their talents in other ways and to committee work which may later serve as a pathway to potential board trustee roles
- We have board members serving on committees which could in fact be made up of congregants, with strong board linkage
- The Past President is often on the board for 3-5 years. This leads to burn out. We envision developing a consultative and leadership role for the Past President, yet removing that spot as a board position. This allows for an additional new trustee, new leadership and new input. In actual fact Past Presidents have sometimes not been active participants. The current President has usually been a trustee and has been mentored while vice president. Presidents concur that Past President is not essential to maintain as a board member.
- Currently, the only expected responsibility of a Past President is to attend the Annual meeting to preside over approval of prior year’s meeting minutes.