

**MINUTES OF CHURCH BOARD MEETING, August 16, 2011**  
**FIRST UNITARIAN UNIVERSALIST CHURCH OF SAN DIEGO**

**OFFICERS:**

Marv Pulliam, President	P	Rose Van Oss, Vice President	P
Everett Howe, Past President	A	Armin Kuhlman, Treasurer	A

**TRUSTEES:**

Sue McLeod, Secretary	P	Sean Bohac	P	Newt Ferris	P	Katie Jaques	A
Mike Moreau	P	Susan Oliver	P	Julie Schauble	P	Julie McKane	P

**EX-OFFICIO:**

Arvid Straube, Minister	A	Robie Evans, Director of Operations	P
Kathleen Owens, Associate Minister	P		

Present (P) Absent (A)

**CALL TO ORDER, OPENING WORDS, AND WORSHIP**

Marv Pulliam called the meeting to order at 6:01 p.m., and Rev. Kathleen Owens led an opening worship.

**APPROVAL OF AGENDA**

The Agenda was approved with a corrected heading date of 08-16-2011 not 2012. Also, a request was made to number the pages in the board packet.

**DIVERSITY QUESTION**

Julie Schauble read the Diversity question for the Board members to consider during the evening's discussion: *When we have strong feelings on a topic, we sometimes pick out aspects of a conversation that support our own beliefs and values. (This is called "confirmation bias.") This can cause us to form an opinion about another's ideas before we have fully heard what the other person is trying to say. In our conversation tonight, did we listen openly to what each other had to say without confirmation bias, or did we prejudge others' viewpoints?*

**OPEN MIKE**

No one was present for open mike.

**LIVING OUR MISSION/CELEBRATING OUR SUCCESSES**

Rev. Kathleen reported our success in the demolition of Bard Hall. Also, in this time of summer and slightly lower attendance due to vacations coupled with the fact that we've started collecting a 15% administration fee, we still collected a generosity offering of \$6,100 for Mama's Kitchen last month. We're excited about what the summer has brought us so far.

**CONSENT AGENDA**

Approval of Minutes of 07-19-2011. One comment: discussion regarding the Miracle Sunday – "last ditch effort for capital funds." Doesn't sit well as a phrase. We could say a final phase or final push. Will change to have quotations marks on "last ditch." Also, it was actually 1,900 cards handed out at the Gay Pride parade not 1,600 cards. Correction will be made in [brackets]. Motion to approve with notations.

## **DISCUSSION/ACTION ITEMS/REPORTS**

### **Construction Status Report**

Robie Evans gave the construction status report. Building has now been demo'd. Hubbell sculpture to be moved on Thursday, August 18, 2011 by crane. Safety is of utmost importance on the site and there is no entry without Robie's permission and a hard hat. Trees will be removed in two phases: construction site and canyon brush abatement (preschool side). This will give Patty an opportunity to meet with City fire marshal to save preschool yard trees. We should obtain building permit no later than August 30, 2011.

### **Board Retreat Planning**

Marv announced that the Board Retreat will be October 8<sup>th</sup> will be at Marv's condo at Park and University starting at 8 am with breakfast, snacks and coffee. Program from 8:30 to 12 pm and will include such things as board priorities and strategic plans for the year. **Action Item:** If you have any items to be considered for the agenda, please email Marv or Jim and they will be considered. Parking should not be a problem. Maybe we could carpool from the church.

### **South Bay Status Report**

On Monday a big moving party took place to move art and some furniture to the new South Bay R/E space. There was a big cleaning party about a week and a half before that. New space offers nursery, storage, two R/E rooms, lounge and meeting space as needed. It is ours to use 24/7 like the worship and social hall spaces. There will no signage in the window until lease negotiations and renovations have been done in suites 103 & 104. We are updating the bathrooms to ADA requirements for our assembly permit. Our landlord has been very accommodating for a five year lease and pay the costs, however we are more comfortable with a three year lease with our helping with some of the costs. We did meet with the Temple Beth Shalom with about 10 of our members. We asked questions, had a long tour and sat on it overnight. Some really wonderful questions came from that and based on those and feelings of the group, we decided it was not the right fit for our needs. Plans, costs kept changing when we discussed with the Temple. We do want to maintain good relations and do some good interfaith work in the future.

Kathleen will be meeting with the new working groups to engage their new structure. There is really good energy happening. Question: If South Bay needs board participation, please let us know what needs there are. Maybe have a board meeting down there from time to time. It's only seventeen miles away.

### **Board Members Assignments to Action Groups**

Marv passed out handouts showing name of group, members proposed and how often the group should meet. **Action Item:** Please check to see if this acceptable. Chairs of groups are not shown or appointed yet. Marv will send out descriptions if you did not get them (they were passed out at the last board meeting). Policy Review is a brand new action group. Also, CPOT was not shown as a board action group last year, but will now be an official action group. Will meet monthly and Kath Hillery will be the chair and Robie Evans will attend as well. Each team will decide when they will convene. For communications committee we should look up the specific procedures, especially regarding complaints.

### **JTW Fifth Tuesday Meeting – August 30<sup>th</sup>**

Marv talked with Jan Carpenter Tucker who will lead this and go over the history and purpose of

JTW (Journey Toward Wholeness). She will have all of the board members participate in a “Telling Our Story” process. It will be held in the common room from 6 – 8 pm. **Action Item:** Marv will ask Jan about snacks and Robie will provide if JTW is not.

### **Associate Minister’s Oral Report**

Rev. Kathleen reports that it’s been a really full time, especially with construction happening with more people, more dust, more noises. Mike Moreau will be joining the exec team for that expanded team effort around decision making. We will try it for a year and will see how the flow goes. This is an evolving project and we all need to think about possible conflict of interest to be on exec team. Or be consultant and will need to discuss. Generosity Ministry Team is adding new members and finding new leadership. Suzette Southfox, Rev. Arvid and Robie will be holding an initial meeting with the new folks very soon. Arvid is on a study week now in Mexico at a language school to continue his studies. He’ll be in church in Hillcrest on the 21<sup>st</sup> but not working and back in the office on the 23<sup>rd</sup>. Suzette and Rev. Kathleen are reworking ministry team council. There are now eight ministry teams to work with. Meeting time is precious and so the thought is that administrative tasks could be accomplished through electronic means. They will be inviting leaders to discuss what the council might be; development ideas, etc. Rev. Kathleen is in conversation with past Presidents of our board to discuss these thoughts regarding having a council and its purpose. Finance Committee – it’s really been a plus to have Connie Hayes at our meetings and she comes on her own time. She answers questions immediately and there is less angst and the meetings are running more smoothly. Great interaction and discussion. First Words is coming back after a short hiatus and will run September through April. It would be nice to have board input/articles – see Nancy Fisk. It’s not necessarily a communications committee responsibility, but can come from anyone. Pastoral care is going well with help from lay ministers. Overall it feels like good energy on both campuses. Creative juices are flowing amongst the staff and lay leaders. Rev. Kathleen has preached eight live sermons in a row between both campuses. She will be on vacation in September and she will miss that board meeting. Back in the office on Oct. 4<sup>th</sup>. Rev. Kathleen is in her fifth year at First Church. Her sabbatical is coming and she will present her request for sabbatical at the October meeting for a period of September 2012 through November 2012 then she’ll be back during the holidays and go away again Jan and Feb 2013. She’s wanting to study successful large church models. What are they doing that we might build upon? She’ll be back in March 2013.

Question from the floor: is there a conflict of interest with supervisors of each other being involved. Ex. Rev. Arvid supervises Rev. Kathleen and Rev. Kathleen supervises Robie. Personnel issues are dealt with separately. If there’s a member of the exec team where there’s a problem, then discussion ensues between the two parties, with consultation with the exec team. If ministers are in question, then the congregation is involved.

Rev. Kathleen is working with the intern committee to make sure they are strong and that we are well advertised for a strong intern for the year when Kathleen is on sabbatical.

### **PROCESS CHECK**

Sean Bohac reread the Diversity Question after a break.

### **Questions or Comments on the attached Reports**

- 1) It was mentioned that it was a great idea that the finance committee chose budget items that were way out of variance to keep track of future budgets.
- 2) Director of Ops Report – report states that demolition starts tomorrow but it’s already done!

- 3) Good Relations Committee Appointments – with the new constitution, this committee was taken out of the board’s realm. It doesn’t report to a head group. They are separate from an administrative structure and that’s one of its strengths. The prior committee met to decide its new structure and body and came up with a new document to reform the mission and goals of the committee (handout). It now has 2 or 3 vacancies which the board needs to appoint to fill. Good care should be followed in doing so. They deal with conflicts between members. In a typical year’s period there may be a couple conflicts that need resolution. **Action Item:** Marv would like the board to email any recommendations to him and he will make contact with potential candidates. Need someone from South Bay and 1 – 2 people from Hillcrest campus. The Good Relations Committee will consult with Nominating Committee to make sure the candidates have not been chosen for other opportunities. Perhaps we could be presented with a slate to vote on at our September board meeting. Marv will not be here for next month’s Steering Committee, so Rose will convene it.

#### **PROCESS CHECK AND CHECK OUT**

The Diversity Question was reread and discussed.

#### **ANNOUNCEMENTS AND ADJOURNMENT**

The meeting was adjourned at approximately 8:05 p.m.

Respectfully submitted,  
Robie Evans, Director of Operations