

OUUC BOARD MEETING MINUTES

May 17, 2018

OUUC – Classroom 3

We are a liberal religious community that opens minds, fills hearts, and transforms lives.

Board Officers Present: Don Melnick-President, Fritz Wrede-Vice President. Jim Anest-Secretary, John Tafejian-Treasurer

Members at Large Present: Christine Parke, Barry Zickuhr, Sara St Clair, Martha Nicoloff

Ex-officio Member: The Rev. Eric Posa

Absent: Wendy Tanner

Congregational Members Present: Cheryl Hanks and Sheldon Hall

- **Opening reading** by Jim Anest

- **Welcome and check in**

- **Board covenant reading**

- **Review of Agenda:** some adjustments made.

- **Consent agenda:** consisting of the April 12 Board minutes and the Treasurer's financial report was approved.

- **Congregational member concerns:** Cheryl Hanks reported on some research she has been doing on the current demographics of the congregation regarding age. With help from Emily Ray she has concluded that 78% of the congregation are over age 59. This has substantial implications for the future in terms of needs, capacity to do service, stewardship, etc. Driving at night is becoming an issue for more congregants, so the encouragement of carpooling was raised as a suggestion. Cheryl's report is attached.

New business:

- **Election of officers:** The board voted to elect Don Melnick as President, Fritz Wrede as Vice-president, John Tafejian as Treasurer, and Jim Anest as Secretary.

- The board then moved into executive session to address a personnel matter and a proposed resolution with possible legal implications.

- The board returned from **executive session** to vote to:

- Authorize our President to contact and choose a replacement for Martha, who will be leaving the board by the end of May.
- Approve a resolution on immigration and refuge support drafted by Don with editorial clarifications. We acknowledged that this approval did not contemplate housing a refugee at OUUC; if and when desired this would be a separate decision. Finally we agreed on the importance to engage the congregation in education and conversation about the various ways in which this might or might not be implemented. The resolution is attached below.
- **Executive limitations policies:** Rev Posa presented a monitoring report on Emergency Executive Team Succession and reported a delay in his report on Financial Conditions, which he said will be ready by our June Board meeting. He also reported that results of a congregation survey on progress towards our ends should be available at our June board meeting.
- **Credentials for the UUA General Assembly:** The upcoming GA will be June 21-24 in Kansas City, Missouri. OUUC has four voting delegates. Don offered to be one delegate and Eric will speak with board members and other congregants to see who wants to fill the other three slots. Few congregants will apparently be attending in person, so participation can be by streaming with meetings in Olympia.
- **Stewardship:** Christine encouraged board members to pledge early and increase their pledge if possible in upcoming stewardship campaign. Board members serve as role models for the rest of the congregation.
- **Our mortgage:** John reported that sale of the annex resulted in reducing our mortgage by \$90,000. Because the refinanced mortgage has a shorter 10 year term and was signed several months later than originally planned, mortgage payments are \$3,900 more than budgeted. This amount will have to be addressed in our budget.

Old Business:

- **Linkage meet report:** Chris and Wendy will assume leadership of future linkage meetings. Martha reported that she will send out historical documents and be available to consult.
- **Governing policy update:** Fritz reported that not much has happened since last month, but he still expects a policy on Executive limitations to be ready by September.
- **New Board member orientation:** An initial 4-hour orientation was held on May 12th and a second is scheduled July 7 at Don's house. Jim will send out an initial "mind map" to facilitate conversation in service to our better understanding of the key concepts of policy governance.
- **Social gathering honoring outgoing board members:** Will be at Christine's house in July or August. She will send out a Doodle poll.
- **Next board meeting:** June 14, with agenda planning meeting on June 5.

- Closing reading by Jim Anest

Don Melnick, President

Jim Anest, Secretary

A RESOLUTION
Of the
Olympia Unitarian Universalist Congregation Board of Directors

The Board of Directors (Board) of the Olympia Unitarian Universalist Congregation (OUUC) does hereby endorse in principle the undated **Resolution on immigration and refugee support** as drafted by the Greater South Sound Faith Network for Immigrant and Refugee Support (Network) in the form this Resolution was forwarded to OUUC on May 8, 2018.

The Board resolves that:

- participation of OUUC staff and congregation members in Network activities shall be provided under the overall direction of the Minister and in conformance with church policy and
- OUUC congregation members and staff shall be educated and engaged in conversation in advance regarding the work of the Network, tasks available and relevant church policy.

APPROVED

By the Board of Directors

Donald Melnick, President

May __, 2018_____

Results of age demographic studies by Cheryl Hanks:

Demographics of OUUC members by decade of birth April, 2018 -C. Hanks

1. 228 of the 304 "official OUUC members per Darlene on April 18, 2018. (Darlene provided the birth years, by decades for these.) She emailed me the numbers.

| <u>Decade of Birth</u> | | <u>Current age for the decade</u> |
|---------------------------------------|------------|-----------------------------------|
| 1920-1929 (earliest year per Darlene) | 5 | 89-98 years old |
| 1930-1939 | 29 | 88-79 years old |
| 1940-1949 | 88 | 78-89 years old |
| 1950- 1959 | 56 | 68-59 years old |
| 1960-1969 | 28 | 49-58 years old |
| 1970-1979 | 13 | 39-48 years old |
| 1980-1989 | 8 | 29-38 years old |
| 1990-1999 | 1 | 19-28 years old |
| | <u>228</u> | |

2. 76 other members- Darlene did not have decade of birth. I contacted 49 of these and long time member, Emily Ray, helped give birth decades for 23=72. These are added below to Darlene's #s in 1. Decade of birth was not found on 4 members.

| <u>Decade of Birth</u> | <u>Darlene's</u> | <u>+</u> | <u>Total for this age range</u> |
|------------------------|------------------|------------|---------------------------------|
| 1900-1929) | 5 | + 0 | =5 Ages 89-98 |
| 1930-1939 | 29 | + 3 | =32 Ages 79-88 |
| 1940-1949 | 88 | + 39 | =127 Ages 69-78 |
| 1950- 1959 | 56 | + 18 | = 74 Ages 59-68 |
| 1960-1969 | 28 | + 7 | =35 Ages 49-58 |
| 1970-1979 | 13 | + 5 | = 18 Ages 39-48 |
| 1980-1989 | 8 | + 0 | =8 Ages 29-38 |
| 1990-1999 | <u>1</u> | <u>+ 0</u> | <u>=-1</u> Ages 19-28 |
| | 228 | + 72 | =300 |

3. Percentages for 300 of OUUC members by birth decades are given below.

- a. 1900-1929) ages 89-98 = 5 2%
- b. 1930-1939 ages 79-88 =32= 11%
- c. 1940-1949 ages 69-78 =127 42% (a+b+c=53.2% over age 69)**
- d. 1950- 1959 ages 59-68 = 74 25% (a+b+c+d=78.2% over age 59)**
- e. 1960-1969 ages 49-58 =35 12%
- f. 1970-1979 ages 39-48 =18 6%
- g. 1980-1989 ages 29-38 = 8 3%
- h. 1990-1999 ages 19-28 = 1 .3% (e+f+g+h=21.3% under age 58)**

Total of 228 + 72=300 (denominator) with 4 not found

Some comments on significance of above:

- 1. Needs of older population: isolation, rides, grief, food,
- 2. Depending on decade of birth of those joining OUUC, with the current 78.2% of OUUC members being over 59, we may have more deaths/year than the general population
- 3. Also impact on service (hospitality, BB&B, auction), stewardship, endowments, etc.

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- 1960-1969 ages 49-58 =35 12%
- 1970-1979 ages 39-48 =18 6%
- 1980-1989 ages 29-38 = 8 .03%
- 1990-1999 ages 19-28 = 1 003% (e+f+g+h=**18.33%** under age 49
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| e. 1960-1969 | ages 49-58 =35 | 12% | |
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**Monitoring Report for Governance Policy 2.5
(Emergency Executive Team Succession)**
Olympia Unitarian Universalist Congregation
May 17, 2018 by Rev. Eric Posa

2.5 Emergency Executive Team Succession

In order to protect the board from sudden loss of Minister services, the Minister shall not permit there to be fewer than two other people sufficiently familiar with board and Executive issues and processes to enable either to take over with reasonable proficiency as an interim successor.

Reason for Interpretation

An effective strategy includes intentionally boring the members of the Accountable Persons Team with (enough of) the details of work between the minister and board on policy governance, so that they will have enough info to pick up quickly should I go down for the count.

Interpretation

Membership on the Accountable Persons Team (APT), who have been copied on many Executive Limitations monitoring reports and helped to develop interpretations and gather data on Ends, shall be defined as evidence of sufficient familiarity to provide reasonable proficiency as temporary successors.

Data

(from <https://www.ouuc.org/who-we-are/governance/ministries-structure/>):

“A team comprised of the accountable persons for the five ministries and led by the Minister as Executive will be responsible for budgeting and ensuring coordination within and across ministries.”

APT members are listed on the same page, with descriptions of the purpose and affiliated groups for each Ministry Area. In addition to the current minister serving OUUC, they include (in order of recommended succession):

1. Rev. Carol McKinley (Faith in Action)
2. Sara Lewis (Faith Development)
3. Darlene Sarkela (Resource)
4. Bonnie Guyer-Graham (Community Life)

Compliance

IN COMPLIANCE