

**Countryside Church Unitarian Universalist  
Minutes of the Board Meeting  
May 20, 2015**

The following members of the Board of Trustees were present in person at the meeting: Mike Berry, John Conneely, Mike Gilley, Alan Greenland, Gloria Kinney, Karen Noorani, Deb Quentel and Sheryl Skifstad.

The following Trustees were missing: Matt Briddell and Mary Johnson.

Senior Minister, Reverend Hilary Landau Krivchenia, was present as well.

There were no visitors.

There was an in-person quorum at all times.

President Mike Gilley called the meeting to order at 7:05 p.m.

**Board Covenant**

At the September 2014 Board Retreat, the members of the Board of Trustees wrote a covenant intended to shape the trustees' interactions with each other that reflected this year's Board of Trustees. The trustees read the board covenant out loud.

**Consent Agenda Items**

The following items were presented as Consent Agenda items:

1. Minutes from the regular April 2015 Board of Trustees meeting
2. Minutes from the special April 29, 2015 meeting of the Board of Trustees
3. Report from the Senior Minister, Reverend Hilary Krivchenia

In lieu of a Treasurer's Report the member of the Board of Trustees were directed to review the May 2015 Finance Committee Minutes.

John Conneely made a motion to accept the consent agenda items. Gloria Kinney seconded the motion. And President Michael Gilley opened the floor for discussion.

There were some question to Reverend Krivchenia about Senior Minister's Report, including her comment urging the board to avoid burnout. Reverend Krivchenia noted that the Board had set a very ambitious agenda for the board the past few years, and she is concerned with burnout. She encouraged the Board to focus on strategy. With a new staff person joining Countryside Church Unitarian Universalist, it will be a challenge for existing staff to orient the new staff person. Burnout in all areas of staff and volunteerism at CCUU is a concern for Rev. Krivchenia.

Further, she encouraged the Board to look at the work done by the governance team. Their work shows that there is not a distinct way to set priorities and perhaps we need to reevaluate the role

and contribution from the Ministry Council. The Engagement Form handout that was distributed at the Annual Meeting, and will be sent to everyone who was not present at the Annual Meeting, is critical to allow congregants to declare their interests. At this time, a volunteer is desperately needed to enter the data for CCUU from the survey. The Board decided to end the discussion at this point and move further discussion to New Business.

There being no further discussion of the Consent Agenda Items, President Gilley called for a vote to approve the items. The motion carried unanimously.

### **Unfinished Business**

#### **Interim Religious Educator Hiring Plan**

In general, the hiring of an Interim Religious Educator is awaiting recommendations from the Search Team and Rev. Krivchenia to determine what discussion and/or voting by the Board of Trustees may be needed.

Reverend Krivchenia reported that there is a shortage of religious educator interims. She has reached out twice to ministry interims to see if there is a qualified interim minister that could help us as well. Further, she has reached out to all the assumed sources. An interim at another local congregation has offered to consult with CCUU; that individual is looking for a part-time position. Countryside Church Unitarian Universalist may be supporting the religious education position with a number of people to ensure that the program does not falter.

To clarify, even if the hired interim were to be a minister with religious educator experience, the individual would still be hired as interim religious educator rather than as a minister. The Interim Credentialed Religious Educator search team has added two people to its team. Reverend Krivchenia has asked potential candidates why they selected a different congregation. Responses have ranged from a desire for more compensation, a need for a greater challenge, and location. Despite the challenges faced in finding an interim, Reverend Krivchenia believes that CCUU is in a better position to locate a permanent hire. Nevertheless, the hiring committee believes that it is better to continue to search for an interim rather than a full-time Religious Educator. The consensus is that CCUU needs to stay with original plan to let the lines of communication work to continue to search for the right interim. The team is Reverend Krivchenia, Lisa Bohne, Judy Ball, CarolAnn Schindelar, Susan Conneely, Matt Briddell, and Lisa Bezella.

Reverend Krivchenia foreshadowed that it may be necessary for the Board to hold special meetings as candidates are vetted. There is no decision that needs to be made at this time.

#### **Online Voting - Language to Amend Bylaws**

Speaking on behalf of the committee, Alan Greenland noted that there had been no progress on this issue. This item was deferred to another meeting.

#### **Safety Team Recommendations**

John Conneely reported that the Safety Team has not met in the last few months. President

Michael Gilley asked to attend the next meeting. The Board discussed the pros and cons of the Safety Team being combined with the Safe Congregations Response Team. The Board discussed whether this was an example of groups that should be combined to make better use of volunteer resources. In the discussion, the Board noted that each group has a unique perspective and skillset to bring to the issues that could arise. Moreover, each is tasked with different responsibilities. For example, Safe Congregations Response Team is concerned with inappropriate conduct between a child and an adult.

John Conneely further reported that the Congregational Administrator Laurie Lantz was going to meet with the Palatine Fire Marshall to get an updated plan for preparing for tornadoes and similar disasters.

#### Request for a Ministry Council Budget Carry-Over Policy

Sheryl Skifstad presented a proposed Budget Carry-Over-Policy. There was a brief discussion about this, as the Board of Trustees determined that these materials should be reviewed more carefully before it is voted upon. And, because of the timing in the budget cycle, there is no pressing need to resolve this now. Thus, the Board of Trustees determined that the issue could be moved to another meeting after further review.

#### **New Business**

##### Living the Welcoming Congregation- Signage

Deb Quentel reminded the Board of Trustees that during the Annual Meeting several years ago there was congregational discussion about including notice that Countryside was a Welcoming Congregation on the Countryside Church Unitarian Universalist sign. Congregational discussion during that Annual Meeting led to the formation of what became the Rose Committee and details about signage were placed on hold pending the work of the Rose Committee.

In its discussion, the Board of Trustees merely noted that future boards should consider that Countryside Church Unitarian Universalist is both a Green Sanctuary and Welcoming Congregation; and those congregational commitments should be included on any sign at the street in the future. The Board surmised that these two congregational initiatives might provide different rights than any other group asking about adding a sign for their group. The Board considered whether a policy needs to be created about rights associated with congregational initiatives. The Board will review the existing Communications Policy and consider this issue further if a policy is needed. There was no motion to make and discussion ended.

##### Annual Meeting Review/Follow-ups

President Gilley noted that a congregational forum is needed to discuss outreach funding in terms of whether it is used for CCUU or outside organizations and to address the topic of the north property. Discussion considered whether a single meeting to discuss both topics would work better than two different meetings. A single meeting could allow for greater participation. However, the Board noted that it should first discuss this issue among themselves. And,

Reverend Krivchenia reminded the Board, in the spirit of not tackling too much – that the Board should first consider the strategic plan. As an example, Time & Talent in fall 2015 could have the charges of costs from using the building charged against the event. The Board noted the concern of some congregants that CCUU should not give the money away to third parties when there are unmet needs at Countryside Church Unitarian Universalist. There was further discussion about whether Time & Talent is all-inclusive because of the cost of auction items. It was noted that even the cost of attending the event may limit attendance by all congregants. One solution suggested was that individuals can buy a ticket for themselves and buy one or more extra tickets that could be given to another congregant that doesn't have the financial means to pay to attend a congregational event. The Board noted that these are issues that need to be discussed with the OSC. And, there are a number of issues that should be opened to discussion at a congregational forum meeting.

The Board noted that before it talks with the OSC, it needs to internally discuss the issues so that the Board's viewpoint is clarified. Whether this is a full meeting between the OSC and the Board or just a few members of the Board is another point to determine. President Gilley suggested creating a Google doc for purposes of brainstorming on this topic before the June 2015 Board meeting.

President Gilley noted that the panel presentation of representatives from the organizations at Time & Talent was very educational; yet only Countryside members attended the event. It was suggested that this was a missed opportunity to educate the broader community about the work of these organizations and CCUU's involvement in the larger community. The Board recognized that many of the events and items, such as dinners at congregant's homes, would have to be modified to be less personal should events, such as Time & Talent be opened to the larger community.

The Board noted that this is a complicated issue and the congregation needs to participate in a discussion that will inform any new or amended policy. Perhaps in the short term for fall 2015 Time & Talent, some changes can be put in place. And, the focus can shift to the north property and fundraising in the future with a view towards long term changes.

The Board is aware that we are all at moment in history of religious communities where congregations and boards we can make tempting, but hasty decisions. Consequently, Countryside Church Unitarian Universalist should be cautious with its plans. Raising these questions about any issues, such as fundraising or re-purposing the north property may be real possibilities or perhaps too challenging; these issues need to be considered carefully.

### New Year Planning

President-elect Karen Noorani will invite new members of the Board of Trustees to the June Board meeting with plans for the July meeting to be their official onboarding.

Reverend Krivchenia reported that Community Minister Reverend Dr. Scot Giles' currently provides free clinic days at the Wellness Center as part of his Community Ministry. Rev. Scot and potentially others from the Wellness Center are considering Countryside Church Unitarian Universalist as a potential new home for wellness services. He is evaluating new spaces, as the Wellness Center in Palatine has closed down. Reverend Dr. Giles does pain management and the Wellness Center is looking at two locations for their services. They are considering using CCUU one Saturday a month. Their group has 25 on staff. The Wellness Center also hosts support groups. This might be an issue before the Board at a future meeting. One benefit would be to provide the congregation with a more supportive position of our community minister. It is presumed that after Reverend Dr. Giles talks with the leaders in at the Wellness Center about their requirements and needs, there would be further discussions with our Operations Team regarding building use and potentially with the Board of Trustees on the terms of use. It is possible this might grow to more than just Saturdays, as the Wellness Center management are looking for a location for these services.

Also, Reverend Krivchenia reported that the Reverend Dr. Giles has expressed an interest in reporting to the Board of Trustees following his participation in St. Louis at a meeting about the financial issues facing the UUA. The Board is extending an invitation to him to share his experiences with the Board.

#### Rev. Hilary – Review

Beginning at 8:45 there was a brief discussion about what the review of the Senior Minister will comprise. Considering the time of the evening, there was a general agreement among the Board and the Senior Minister that this should be discussed at a later time. Additionally, it was noted that a component of the process should be a Board of Trustee assessment as well; something like goals that BOT should have at the start of the year. All agreed that more time was needed to reflect on the prompts for this very important topic. The Board will be meeting at a later date in Executive Session, specifically to address this topic.

#### Action Items

##### Recap of action items and confirmation of owners

The Board members reviewed all Action items from the meeting.

The BOT took several minutes to reflect and discuss the Annual Meeting and presentations during it that worked smoothly. There was a brief discussion of the plans for the survey results that were collected at the end of the Annual Meeting.

#### Closing Reading and Process Check-out

Following the closing reading, the Board of Trustees implemented its process check-out for the benefit of the Trustees.

**Adjournment**

After the reading, Alan Greenland made a motion to adjourn. Sheryl Skifstad seconded the motion. The motion carried unanimously.

The Board of Trustees meeting adjourned at 9:20 p.m.

The next regularly scheduled meeting of the Board of Trustees is Wednesday, June 17, 2015, at 7:00 p.m. at Countryside Church Unitarian Universalist.

Respectfully Submitted,  
Deb Quentel, Secretary of the Board of Trustees, CCUU