In attendance:

Board Members: Bill Brauch, Sara Jensen, Gene McCracken, Heidi Mannetter, Sue Huber, Mike Lauer, Patty Notch, Scott Clair, Rev. Amy Shaw

Staff: Charles Lewis

Timekeeper: 

Process Observer:

The meeting was called to order at 6:00 PM by Board President Sue Huber. _______ moved adoption of the agenda, including the consent agenda approving the November Board Meeting Minutes as published on the church website. The motion was seconded and adopted via voice vote. Board members and Charlie Lewis did a check in.

Executive Report and Administrative Items
Rev. Shaw submitted a written Executive Report. It is posted on the church website. They responded to a few questions from Board members, including an extended discussion about the initial part of the budget planning process – the budget roundtables. Amy also detailed efforts to reach members who have not pledged or sought a waiver before the annual UUA membership reporting deadline at the end of January.

Financials and Dashboard
Director of Finance and Administration Charles Lewis submitted a written financial report. It is posted on the church website. He responded to questions.

Bill moved that the church pay $2147.50 to the UUA pursuant to the footnote attached to the 2019-20 church budget relating to increased pledged amounts being devoted to the UUA. The motion was seconded and passed via voice vote.

Discussion Items

1. Update on Accessibility concerns at First Unitarian. Charlie obtained estimates for a hearing loop in the Auditorium ($12,000) and in Channing Hall ($8,000). Amy met with a sound engineer who had concerns about all four speakers, the location of the sound board, and the need to modernize it.

2. New payment vendor-Update on vendors. Amy met with another minister who is using one of the systems we’re considering, but they question whether the benefits of that system are sufficient to justify a switch from Powerchurch. Another option we previously discussed would allow us to continue using Powerchurch. Amy prefers an option with features that include
making it easier to post our church services online, including live streaming and on Youtube. Amy will meet with Barb Royal the week after Christmas to get her suggestions.

3. Nominating Committee-appoint non-Board member. Gene McCracken reported that Linda Lemons is willing to continue on as a member. Pam Backstrom is interested in committee membership. Nate and Wendy Hoogeveen also expressed interest. Gene nominated Linda, Pam and Nate or Wendy to Nominating Committee membership. Nate and Wendy will let Gene know which of the two will be the member. The nomination was seconded and was approved via voice vote.

4. Report on Board Retreat-notes, next steps. Gene McCracken inquired whether there were notes available from the Retreat. An extended discussion followed on section 1.2.6 of Rev. Shaw’s ministerial contract regarding monitoring and nurturing the health of the various ministries within our church, with Amy reporting on how that work is already underway.

5. Congregation Survey- review results of 2018 survey. Gene McCracken shared a summary he prepared of the 2018 survey results. (It is attached.). Extended discussion followed, with particular emphasis on how folks responded to the question about what they viewed as “missing” at our church, with the top three in frequency being: 1) More presence in the community; 2) More emphasis on diversity; and, 3) A stronger sense of mission.

6. Mission and Vision Statement: Discussion and Vote. Sue Huber led discussion regarding input from congregation members who attended the two recent meetings the Board held for members to discuss the proposed mission and vision statements. Gene McCracken moved adoption of the proposed mission statement provisionally, with final approval to come at the next Annual Church Meeting. That motion failed for lack of a second. Scott Clair moved adoption of the Mission Statement as proposed. The motion was seconded and was adopted via voice vote. The text of the adopted mission statement is set out below. The Board then discussed the proposed vision statement. Heidi Mannetter moved adoption of a revised version, as set out below, the motion was seconded and passed via voice vote.

The new Mission Statement of Des Moines First Unitarian Church is to:

- Grow ethically and spiritually
- Serve Justly
- Love radically

The new Vision Statement of Des Moines First Unitarian Church is:
To live our values as a welcoming, interconnected congregation where members pursue their ethical and spiritual truths, and are empowered to listen, learn, and speak out as we advocate for justice.

7. **Board Goals: Discussion and Plan.** Board members discussed the draft goals and decided by agreement to individually review the draft and to bring comments to the next Board meeting.

The meeting was adjourned at 8:03 p.m. (Submitted by Bill Brauch, Secretary)