

First Unitarian Board Retreat Agenda
Saturday, August 12, 2023 9am-3:30pm
Online and in the Parish Hall

Board Members Present: Vivian, Cinda, Leslie, Hans, Maureen, Susan, Ed, Jacquee
Others present: Maggie, Rev Larry

11:06 AM **Retreat Begins**

 Opening Words Larry

 Agenda Review Cinda

10:50AM **Getting to Know you** Susan

11:22AM **Financial Sustainability** Cinda
Review the process then staff the high priority items
Set a process to follow-up

Cinda will make Strategic Planning Committee Document available again

Financial Sustainability: Grow Income—have thoughtful discussions about these items

Inventory of what action items we already have in progress and report timetable/accountability etc.

Want a board member in with Mike and Steve to be a liaison with financial sustainability—**Hans is board liaison**

Want to have board communication with congregation—propose right after Summer Camp, Hans can draft explanation of financials/general way

Building use talk with Marina—**Susan is board liaison**

Running a campaign for Heritage Fund—long term returns

Larry suggests reaching out to UUA for guidance about building heritage fund, generational transfer of income from older adults –finance committee

12:00 PM **Lunch** (*bring your own*)

12:40 PM **Annual Vision of Ministry** Rev. Larry

Community Presence: **LiveStream/AV team, concert series, marketing outreach, website**

Welcoming: **meeting new members, LiveStream/AV team, marketing/outreach**

Nurturing: members have a need, turning to us in a time of crisis or change, want a deeper connection to community, **Soul Matters, Life Stream, CYRE, worship**

Empowering: how we engage people in the work of the church: committees, task groups, **nominating committee**

Serving: match member passions with how they want to give back—time to receive/time to serve **Choir, Worship Associates**

How we structure ways for people to serve

We have not restructured our volunteer engagement in ways reflective of our current time we live in

Assess our current strengths and the gaps—where do we need to build
How to structure serving opportunities for a new generation

VISION: rebuilding some of the systems of our congregation so we're able to respond to post covid time. Look forward, not rear view and grasp for the past.

Reframe committee work as community of practice particularly dedicated to area of ministry.

Commitments Worksheet

1:15PM **Stretch break**

1:20 PM **Where are We Now?** Recap past year & Review of Board

Priorities:

- Mindful that the Board has initiated two major study groups - the Financial Sustainability Group and the Strategic Planning Summit Planning group - the major focus of the Board will be to encourage, facilitate, monitor, & participate in these efforts.
- Mindful that well-prepared leadership is important for a strong Board governing body, the Board will consider succession plans as leaders change. **Well intentioned but didn't execute as well as we'd like. Use of co-presidents to help train successors. Outlining and creating understanding of what role entails, beyond the job description.**
- Mindful that the Covid-19 pandemic has placed strains on the finances of the Church and its members and changed attendance patterns, the Board will prioritize ensuring that the operation of First U proceeds in a fiscally responsible way.
- Mindful that with renewed in person activities, it is appropriate to review our safety and health policies.

1:35PM **What are our Most Important Questions for First U this year?**

1:50PM	Share our Most Important Questions
2:00PM	What is our vision of the Board's role for the coming year?
2:15PM	Share our visions
2:25PM	Stretch Break
2:40PM	Draft Board Priorities for 2023-2024 What are we committing to as a Board this year?

Building trust and rapport with the congregation

Support implementation of Strategic Plan

With specific financial sustainability accountability by board

Deal with month to month ongoing financial health of the church

Address future of ministry

What are we committing to as individual Board members this year?

At September meeting we will share our individual thoughts of how we can contribute to the board.

Hans wrote a board plank...he will send out via email for the board's notes and approval.

3:01 PM	Closing
3:30PM	Adjourn