

Personnel Committee
Discussion on Governance Task Force Proposal
Nov. 7, 2016

In attendance: Chair Dawn Dirks, David Mick, Sheri Edgecomb, Donna Redmond, Jen Caswell-Colbert, Maggie Ober, Stephanie Lowehaupt, DAF Christina Rivera, Task Force Co-Chair Bev Thierwechter

Bev Thierwechter provided some background on the origins, goals and guiding thoughts of the Task Force and summarized some highlights of the proposal (Board downsizing and Policy Review Team). She noted that the process for establishing new policies or policy revisions was for non-personnel policies. Personnel policies would continue to be handled by the Personnel Committee, because of the nature of the personnel policies, special knowledge required to review them, and norms of handling personnel matters. As has been the case, changes in policies would need to be reviewed and approved by the Board, whether they are non-personnel or personnel-related. The Personnel Committee members had no objections to the Policy Review Team proposal.

Stephanie asked if there were some policies that might need to be approved by the whole congregation. Bev asked if she had any particular example in mind; Stephanie did not. Bev commented that she couldn't think of any cases that might need congregational approval either, but that the Board always has the discretion to bring an issue to the congregation for a vote.

Stephanie also asked, if the staff had enough support for worship and the DFD, since those Councils are no longer functioning and the proposal does not reinstate them. Bev mentioned that both Wik and the DFD had commented on the proposal and seemed satisfied with the current situation, where they do not have the support of Councils. Bev noted that the recommendation for an Administrative Response Team to support the DAF is meant to provide her with the resources to solve issues with a small group that could quickly address and solve problems. The DAF is supportive of this approach.

Bev summarized the discussion at the October cottage conversation on providing flexibility to allow the President to serve a second two-year term. Stephanie mentioned that in the recent past, one President serving two terms burned out and left the church. Bev noted that the Bylaws will only provide the flexibility, in the unusual case where someone wants to do two terms. It will also provide the flexibility to provide for a co-presidency.

Since the Task Force is still soliciting feedback, the proposal will probably be refined, based on comments received and church members are encouraged to email comments to the Task Force or comment in person. After the Task Force disbands at the end of January, comments should be directed to the Board, which will shepherd the final product to a congregational vote in May of 2017.

Jen Caswell-Colbert had also emailed, wondering what literature the Task Force had researched in its work. Bev noted that the Task Force had worked with UUA consultant, Ken Hurto, who had provided some documents on UU governance and Church Boards, we had reviewed governance documents on the UUA website, researched a number of well-functioning UU churches of similar size (recommended by the UUA consultant), and scanned literature in Wik's library, including a book on policy governance.

Dawn thanked the Task Force for its work.

Respectfully submitted,
Bev Thierwechter