

**MINUTES of the UUCGT Board Meeting**  
**5:30 to 7:30 pm, March 14, 2016**

President Karl Love convened the meeting at 5:40.

Present: Loraine Anderson, Mary Grover, Phyllis Jessup, Karl Love, Price Watts, and Rabbi Chava Bahle.

Absent: John Hoffman and Richard Miller.

Guests: Ann Swaney on behalf of the Leadership Development Committee, and Karl Keinath.

The Board Covenant was read together.

Policy Review: Loraine Anderson had comments and questions about the policies.

1. Consent Agenda

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Director of Lifespan Experience Sarah Montgomery-Richard's Report

**MOTION:** To approve the consent agenda with the removal of Rabbi Chava's and the Treasurer's reports to be considered separately. **PASSED** unanimously.

2. Staff Resources Committee Report on Music Director Search: Karl Love

One or two candidates for the position of Music Director will be asked to conduct the Vocal Ensemble at a Sunday service as a try-out, and it was determined that they should be paid for their services.

**MOTION:** To pay candidates for Music Director who participate in a Sunday Service by conducting the Vocal Ensemble \$250. **PASSED** unanimously.

Senior Spiritual Leader Evaluation: Karl Love

It was agreed that the Board will consider Rabbi Chava's performance evaluation in a special (closed) meeting at 5:30 pm on Tuesday, March 29, 2016 at the church. Board members were asked to review Rabbi Chava's job description that can be found in the Manual on Board, Staff and Committees, pages 21-22; and on the UUCGT website at <http://www.uucgt.org/wp-content/uploads/2010/12/Manual-on-Board-Staff-Committes061115.pdf>.

3. Music Committee / Standing Committee description Richard Miller

**MOTION:** To approve the description of the Music Committee as submitted, and to commend the members of the Ad Hoc Music Committee (Bob Hicks, Mary Ann Rivers, Cindy Edmonson, Don Pyne and Judy Weaver) for their good work. **PASSED** unanimously.

4. Communications Task Force Loraine Anderson

Loraine explained that there have been (winter) absences among the committee members, and the assigned tasks are still a work in progress. However, there will be a report by the next Board meeting.

5. Finance Committee update Phyllis Jessup, Treasurer

Phyllis reported that our financial difficulties continue, caused by unfulfilled pledges. \$15,000 in pledge losses have been confirmed, and \$20,000 in pledges is in doubt, resulting in what will be a two-year problem.

**MOTION:** That the Board approve the following recommendations made by the Finance Committee to help minimize an expected year end deficit due to lost pledges:

- 1) The freezing of \$664 of the Music Resource/Curriculum Budget (leaving \$700 available for the remainder of the year);
- 2) The freezing of \$1500 of the Sunday Services Resource/Curriculum Budget (leaving \$1011 available for the remainder of the year);
- 3) The freezing of \$1000 of the Professional Expense for the Director of Music (leaving \$583 available for the remainder of the year);
- 4) The freezing of the \$1000 Board Budget; and
- 5) The freezing of the remaining \$4160 budget for UUA dues.

**PASSED** unanimously.

Phyllis continued, saying the causes of our current deficit will also affect the budget for 2016-2017. Pledges are not coming in at the level of last year's pledge drive. It is estimated that we will have \$37,000 less going into this next budget year.

It was agreed that the Board will hold a special meeting to consider the proposed 2016-2017 budget at 5:30 pm on Tuesday, May 3, 2016.

6. Annual Meeting Karl Love

An ad hoc committee will be formed to plan and oversee the Annual Meeting, consisting of Karl, Phyllis, Mary, and hopefully Linda Wikle.

7. Building Security Karl Love

The Facilities Management Committee was asked to access alternative locks for the security of our building .Our current practice of distributing keys is cumbersome. One key is still outstanding and unrecovered from a person who no longer has need for a key. Price agreed that the Facilities Committee would evaluate keyless entry systems for cost and effectiveness and make a recommendation back to the Board.

8. Rabbi Chava's Report, removed from the Consent Agenda.

A discussion ensued regarding issues and questions Chava raised:

- (a) How can we create an environment that encourages formation of relationships, especially among our newer members and between newer members and longer-standing members? Suggestions were offered regarding the committees that could address this issue.
- (b) Chava intends to discontinue her 9:00 am Sunday programs for the summer, and in the future will consider different ways to use this time.

Closing Words: Rabbi Chava Bahle

The meeting was adjourned at 7:15 pm.