

## MINUTES of the UUCGT Board Meeting April 19, 2016

President Karl Love convened the meeting at 5:30 pm.

Present: Loraine Anderson, Mary Grover, John Hoffmann, Karl Love, Richard Miller and Price Watts.

Absent: Phyllis Jessup.

Guests: Linda Fletcher, Hal Gurian, Karl Keinath, Sarah Montgomery-Richards, Judy Myers, Kay Sturgeon, Gail Trill and Linda Wikle.

The Board Covenant was read together.

1. The Consent Agenda was **APPROVED**.
2. Proposed Policy addition: this item was removed from the agenda.
3. Proposed update of the Bylaws: Karl explained that the proposed revisions merely update titles, e.g. Spiritual Leader instead of Minister; Director of Religious Lifespan Experience instead of Director of Religious Education; Office Administrator instead of Congregational Administrator. The Business Administrator will report jointly to the Treasurer and Senior Spiritual Leader.  
The proposed revisions were **APPROVED**.
4. Outreach Committee ... Richard Miller.  
The Committee requested that (1) its name be changed to Community Needs Committee; (2) the Board clarify who can be grant recipients; and (3) the Board grant the Committee permission to collect objects, not just money. The Board expressed appreciation for the good work the Committee does, and invited the Committee to return to the Board with a proposal for specific language regarding a revised statement of purpose, clarification of grant recipients, and a new name. The Board will be glad to consider the Committee's specific proposed language regarding revisions to its purpose and procedures as described on page 39 of the Manual.  
No action was taken.
5. Communications Task Force...Loraine Anderson, Linda Fletcher  
Linda represented the Subcommittee on Communications Study. She reported on the findings of the taskforce appointed by the Board in January when the Board asked the taskforce to address three issues: (1) the root cause of our recurrent upheavals, (2) explore ways to implement the findings of the communications task force, and (3) and to recommend whether we should engage a facilitator to assist in our healing process.  
The task force worked on the first issue by reviewing the few relevant records they could find, and interviewed various members of the Congregation. In the process they learned that this issue had been addressed by Barbara Child, a UUA consultant whose specialty is transition issues in congregations. Through a number of workshops, the congregation identified the root cause of our dissonance: a rejection by a few in the original congregation of the transition from the fellowship model to the more complex governance and ways of managing larger congregations.  
Linda explained that problem resolution was not assigned to this committee but the group recommended that a sub-committee of the Board be formed for the purpose of

determining an appropriate course of action leading to healthy reconciliation. The committee also recommended that this sub-committee be charged with ways to implement improved congregational communications. The third assigned task was to make recommendations regarding a facilitator. The committee recommended that this step be held in abeyance until an approach to dealing with the root problem can be determined.

**MOTION** by Karl and seconded by John that a Congregational Health and Reconciliation Taskforce be created to determine the way forward with the issues they were given, and their reported recommendations. The Taskforce will report regularly to the Board, be as visible as possible, and its members will include 2 Board members (Richard Miller and Loraine Anderson), Linda Fletcher and Gail Trill. The Taskforce is free to recruit other members. **APPROVED** unanimously.

Richard Miller distributed a statement disagreeing with the finding of the report regarding the root cause of UUCGT's frequent upheavals. His statement is appended to these minutes and is part of the record of this Board meeting.

6. Stewardship Campaign Report...Judy Myers

Judy based her presentation on her April 13<sup>th</sup> report to the Board on the 2016-2017 pledge drive. The 2015-2016 pledge drive resulted in pledges totaling \$280,700; the total pledges from this year's effort totaled \$198,805, or \$81,895 less.

7. Finance Committee Report...Kay Sturgeon

The Finance Committee recommended three motions that were duly made and approved:

(1) **MOVED** by Price and seconded by Mary, that the Board approve one additional payment to the UUA for this fiscal year, along with a letter notifying them that we are presently unable to pay the remaining 2015-2016 dues, unless the funding becomes available. **APPROVED.**

(2) **MOVED** by Price and seconded, that the Board approve the purchase of hearing assistance equipment in the amount of \$1,050 to be funded with \$789.77 from the Special Collections Sound System account and \$260.23 from the Capital Improvement Reserve. **APPROVED.**

(3) **MOVED** by Price and seconded by Loraine that the Board approve the purchase of a programmable PIN lock system for the front door of the building not to exceed \$1500. This will be funded from the Capital Improvement Reserve. **APPROVED.**

8. Annual Meeting ... Karl Love

Karl asked that an ad hoc committee be formed to plan for the Annual Meeting on July 5, 2016. Although no formal action was taken, there was general agreement. The committee consists of Tom Darnton, Mary Grover, Phyllis Jessup and Kay Sturgeon.

Closing Words Rabbi Chava Bahle

The meeting adjourned at 7:55 pm.