

MINUTES of the UUCGT Board Meeting May 17, 2016

President Karl Love convened the meeting at 5:40 pm.

Present: Mary Grover, John Hoffmann, Phyllis Jessup, Karl Love, Richard Miller and Price Watts.

Absent: Loraine Anderson.

Guests: Cindy Edmonson, Linda Fletcher, Bob Hicks, Gretchen Kronk, Mike McDonald, Don Pyne, Mary Ann Rivers, Kay Sturgeon, Ann Swaney and Mary VanValin.

The Board Covenant was read together.

Karl reviewed a section from the Policy Manual, the Code of Conduct on page 8.

1. Consent Calendar

MOTION by Price, 2nd by Phyllis that the Consent Calendar be approved as submitted.
MOTION CARRIED.

2. Closed meetings of May 3 and May 9, 2016

A. The meeting on May 3 to consider the Proposed Budget was closed in order for the staff to be the first to know when Karl and Phyllis informed them the following morning about the probable cuts in compensation and benefits. The Proposed Budget is on today's agenda for consideration.

B. The meeting of May 9 was closed in order for the Board to consider the vetted candidates for the Leadership Development Council, a process that is confidential in nature, as is the work of the LDC. No other Board action.

3. Changes and recognition of committee chairs

MOTION by Mary, 2nd by Phyllis in support of Karl's suggestion that he write letters of appreciation and recognition for the long service and leadership of Mary Ann Force (retiring from the Kitchen Committee), Penny Ort (for her service on the Hospitality Committee), Mary Kiner (for chairing the Thanksgiving dinner celebration), and Mary Cheney (stepping down from Lifespan Experience). **MOTION CARRIED.**

Phyllis and Price will review our current building use fees and submit a recommendation to the Board regarding any changes.

4. Ad Hoc Annual Meeting Planning Committee

The committee consists of Tom Darnton, Mary Grover, Phyllis Jessup and Kay Sturgeon.
No Board action.

5. Finance Committee's proposed 2016-2017 budget

Phyllis reviewed the detailed budget and explained reasons for the adjustments.

MOTION by Phyllis that approved the budget as proposed, 2nd by Mary. Discussion followed.
MOTION CARRIED.

Karl has met with the staff and asked each to prioritize their job elements to best determine what might be cut or streamlined because they'll be working fewer with hours. Chava said she would welcome help with this assignment from the Board and the Committee on Ministry.

6. UUA-GA delegates

MOTION by Richard, 2nd by Phyllis that Linda Fletcher be our Congregational delegate.
MOTION CARRIED.

Chava explained that she cannot represent us at the convention as the UUCGT minister because of a UUA policy.

MOTION by Mary, 2nd by Richard that Karl write a letter to UUA on behalf of the Board expressing our disagreement with the UUA policy that prevents Chava from representing UUCGT as our minister at the UUA convention. **MOTION CARRIED.**

7. Safe Congregation Response Team (SCRT)

MOTION by John, 2nd by Price that Joe Cook be approved for a 3-year term on the SCRT.

MOTION CARRIED.

Karl will attend the next meeting of the SCRT to review the processes established for the SCRT.

8. Unfair Labor Practice allegation.

Karl will talk with the complainant to see if the issue can be resolved.

No Board action.

9. Stewardship

Judy Myers has submitted two options for the Board to consider regarding the Stewardship Committee. Chava and Price will meet with Judy to review her suggested options, and all three will report back to the Board at the June meeting.

No Board action.

10. Staff Resources

Leslie Cook's term on this committee will end July 1. **MOTION** by Mary, 2nd by Phyllis that the Board approve the appointment of Donna Stein-Harris to Staff Resources. Additional members may come from the Board. **MOTION CARRIED.**

John Bailey was nominated to be Music Director. **MOTION** by Phyllis, 2nd by Richard to approve the appointment of John Bailey as Music Director for six months, pending the Congregational vote on the proposed 2016-2017 Budget. **MOTION CARRIED.**

Karl brought the Board up to date on the employee evaluations and the process used to gather input from the Board and committee chairs. Karl said our employees' already poor morale has been even further depressed by the decreases in their pay caused by the budget limitations. The Board talked about recommending priorities for the next Board should new funding become available. **MOTION** by Phyllis, 2nd by John that if new money becomes available, our recommendation is that the next Board's first priority should be compensation for staff. **MOTION CARRIED.**

11. Change in Leadership Development Committee

Karl recommended changes in the Bylaws, Article VIII. Leadership Development Committee.

A. Delete "and announce that," and add the word "Any."

B. Change 14 days to 28 days, allowing more time for the Board to consider the vetted nominees for the LDC, and delete "offices," adding the word "positions."

MOTION by Richard, 2nd by John, that the Board approve these changes. **MOTION CARRIED.**

12. Leadership Development nomination (closed session for discussion)

Closing words by Rabbi Chava Bahle.

The meeting adjourned at 6:45 pm.