

**MINUTES of the Meeting of the UUCGT Board of Trustees
June 20, 2016**

President Karl Love convened the meeting at 5:31 pm.

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

Guests: New Board members (Loraine Anderson, Phyllis Jessup and Karl Love) Gretchen Kronk, Don Pyne, Kay Sturgeon and Linda Fletcher. Also Karl Keinath, Sandra and Mike McDonald, and Solveig Gustafson representing the Leadership Development Committee.

Karl led us in reading the Board Covenant.

Policy Review.

Karl read excerpts from “Officers of the Congregation” on pages 18-19 of the Manual.

1. Consent Agenda

- A. Minutes of Board Meeting May 17, 2016
- B. Spiritual Leader Rabbi Chava Bahle’s Report
- C. Director of Lifespan Experience Sarah Montgomery-Richard’s Report
- D. Treasurer Phyllis Jessup’s Reports (excluding Finance Proposed Budget)

Karl requested that item A, the Minutes of the May 17th Board meeting, be removed from the Consent Agenda. **MOTION** by Mary, second by Richard, that the Consent Agenda be approved with the exception of item A. **APPROVED.**

Later in the meeting Karl asked that the Minutes of the Board Meeting of May 17th be approved as submitted. **APPROVED.**

2. Committee Chairs changes and recognition ... Karl Love

The Board approved Karl’s suggestion that he write thank you letters to Leslie Cook who served for over 3 years as co-chair of the Staff Resources Committee; Judy Meyers for her service as Stewardship chair for the last two years; John Ort for his plea at the Annual Meeting that those who could, please increase their annual pledge or give a one-time gift, resulting in over \$17,000 in donations; and to Mary Ann Rivers, Cindy Edmonson, Don Pyne, Judy Weaver and Bob Hicks for their volunteer assistance with the music program in the absence of a Music Director. Karl would like to individually thank those who responded to John Ort’s funding request. Because the names aren’t generally available, Karl will see if the Stewardship leaders might send personal thank you’s to them.

3. Presentation...Emily Mitchell-

Removed from the agenda at Emily’s request.

4. President’s Reports:

A. Staff Resources Committee

The committee completed its work on a Staff Resources Policy and Procedure Manual, and Gretchen Kronk was thanked for her review and edits. The document was submitted to the Board for review and approval, with the understanding that there will no doubt be revisions in the future. **MOTION** by Phyllis to approve the Manual and to thank the Committee for it’s hard work; 2nd by Loraine. **APPROVED.**

An employee has complained that an unfair labor practice occurred with the reduction in staff compensation and hours. Karl has responded to the allegation and he expects it to be amicably resolved. No action was taken.

B. Safe Congregation Response Team

The scope of the SCRT has expanded beyond the protection of children to the protection of all within UUCGT: children, Congregants and employees. The SCRT will report back to the Board in September with recommendations for moving forward with its broader role, a better definition of “due process,” and ways to bring the role of the SCRT to the attention of the Congregation. No action was taken.

C. Concert series review

In April, May and June Seamus Shinnars promoted and staged three performances at UUCGT. Although attendance averaged only 24 per event, this was seen as an experiment in an alternative way to encourage community recognition, building use and increased revenue. Chava cautioned that the revenue should cover the cost of employees' time. The consensus seemed to be that there is merit in continuing a public entertainment program at UUCGT. No action was taken.

D. Term in Review

Board members commended Karl for his thoughtful “End of 2016” report to this Board, the new Board, and to the Congregation. Particularly valuable was his perspective on strategies for the new Board’s consideration. **MOTION** by John, 2nd by Richard that this Board approve and recommend Karl’s ideas for the future work of the new Board. **APPROVED.**

5. Safe Harbor...Mike McDonald

Mike and Sandra McDonald have done the groundwork for UUCGT to participate in the overnight housing program of Safe Harbor. He explained that we must be willing to provide volunteers, prepare and pay for evening and morning meals, and provide separate, safe places for men and women to sleep. **MOTION** by Price, 2nd by Phyllis, that UUCGT host one week of overnight housing for Safe Harbor participants, from a Saturday evening until the following Saturday morning, in the 2016-2017 winter season. **APPROVED.**

6. Healthy Reconciliation Committee...Linda Fletcher

Linda said the Committee and the Congregation are at a critical point as the energy for reconciliation has fallen into inertia. A plan for revitalizing the effort was presented, inviting all who wish to speak, promising them confidentiality and anonymity. **MOTION** by Richard, 2nd by John,

That the Healthy Reconciliation Task Force move forward with their proposed Action Plan for soliciting confidential responses from members and friends of the Congregation as outlined in the Committee report of June 20, 2016.

APPROVED.

7. Alternative Financial Modeling Task Force...

Rabbi Chava and Price have looked into re-evaluating and re-assessing how we go about the process of stewardship, or raising funds for the support of the Congregation. Linda

Fletcher and Phyllis volunteered to help with the task, which is both an organizational structural issue and a need to diversify our sources of revenue. No action was taken.

8. The Young Family Focused Congregation Committee...Karl Love

MOTION by Phyllis, 2nd by John that we establish a Young Family Focused Congregation Committee. **APPROVED.**

Don Pyne and Richard volunteered to serve on the committee.

Rabbi Chava requested that the Board appoint Solveig Gustafson to serve on the Committee on Ministry. **MOTION** by Mary, 2nd by Price, that Solveig be so appointed. **APPROVED.**

9. New Board of Trustees:

Meeting schedule

Thursday, June 23 at 5:00 at Rare Bird, old and new Board members will gather for a beer and good company.

June 30, 1-4 at Kay's home, to talk about officers, liaison assignments to the Program Council, SCRT, Healthy Reconciliation and Policy Committees.

July 18, 5:30, the first Board meeting will be at Kay's home.

Retreats

Karl recommended that the new Board's first retreat be an unstructured get-acquainted gathering in July, lasting about 3 hours.

10. Staff Compensation Review (closed session)...Phyllis Jessup, Karl Love

Thanks to John Ort's efforts, we have an additional \$17,000 in the budget. How shall we spend or allocate it?

- a) Raise employee compensation to UUA standards? Or to the mid-point?
- b) Reinstate employee's hours?
- c) Apply the funding to payroll over the professional expenses and retirement funding that we discontinued?

MOTION by Phyllis, 2nd by Price to give authority to Karl and Phyllis to discuss options with employees and return to the Board with a recommendation. **APPROVED.**

Phyllis discussed the Re-Adoption of the UU Organizations Retirement Plan, and the requirement that we execute an Employer Participation Agreement. **MOTION** by Phyllis that the Board execute and submit the Employer Participation Agreement, committing UUCGT to establishing internal procedures to ensure compliance with all the Plan provisions. 2nd by Price. **APPROVED.**

Closing words by Rabbi Chava Bahle.

Meeting adjourned at 7:10 pm.

Submitted by Mary M. Grover, Secretary