

MINUTES of the UUCGT Board Meeting
5:30 to 7:30 pm, February 16, 2016

Karl Love convened the meeting at 5:33.

Present: Loraine Anderson, Mary Grover, John Hoffman, Karl Love, Richard Miller, and Rabbi Chava Bahle.

Absent: Phyllis Jessup and Price Watts

Guests: Nancy Doughty, Mike McDonald and Kay Sturgeon

The Board Covenant was read in unison.

Policy review: Mary Grover read the two untitled paragraphs that appear in the Manual on pages 13, 20 and 35, having to do with the Safe Congregation Response Team, Trustees at Large, and the Leadership Development Committee.

1. Consent agenda

Rabbi Bahle's report and Finance report to the Board were removed from the consent agenda and discussed individually, later in the meeting. The remaining items were approved.

2. Staff Resources Committee/Music Director Search Team Minutes of February 3, 2016 and Staff Resources Committee Minutes of February 9, 2016 were reviewed by Karl. There are now five candidates under consideration for Music Director. He discussed the search and interview processes that have been developed. The job description will be the basis for future performance evaluations of the Music Director.

Karl also discussed the importance of staff evaluations, and the committee's plan to adjust the schedule of evaluations over a period of time so they are more in sync with the budget cycle. The Senior Spiritual Leader will have an evaluation complete by the Board President and the Chair of the Committee on Ministry with the support of said committee. The target date is the conclusion of April 2016.

3. Congregational interaction: Appreciation has been expressed for Karl's "office hour" in the library following Sunday services, by those who stopped by to talk as well as by those who gave a thumbs up at this good idea. With Gail Trill's permission, Karl shared with the Board her letter dated February 4, 2016.

4. Status of Music Committee: Richard presented the February 16th report of the Music Committee in the stead of Bob Hicks. The Board received the status report with gratitude. It was suggested that the Music Committee look at examples of the charge to and purpose of Music Committees in other UU churches, information that is available on the Internet.

5. Status of Communication Task Group: Loraine and John are Board liaisons with this Task Group. Loraine reminded the Board that the group identified its purposes to "(1) re-establish effective congregational communication, (2) get back on track, and (3) rebuild trust." She pointed out that the group will also try to (A) "determine the underlying cause of recurrent disruptions in our congregation," and (B) "recommend criteria for the selection of a facilitator to help resolve and promote healing of identified causes and persistent residual emotional issues." With this last assignment, Loraine

said the group hopes the services of a facilitator will be engaged “sooner rather than later.”

Karl suggested that three questions should be answered before a facilitator is engaged: (i) What is the specific outcome requested? (ii) Does everybody support this? And (iii) Can we afford it? John pointed out that the work of the Task Group is still “in flux.”

The Board thanked the Task Group and its leaders, and hopes the Congregation will be made aware of its work through Beacon and Flash articles, and through programs about communication.

6. Professional Expenses discussion: Questions were asked regarding if there is a need for an approval process for Professional Expenses. The Letter of Call of the Spiritual Leader states that her budgeted professional expenses are to be used at the discretion of the Spiritual Leader. Chava proposed the withdrawal of her request for reimbursement for expenses related to the conference for rabbis that she recently attended. The Board strongly supported the right of the Senior Spiritual Leader to exercise her discretion in her choices of professional development.
7. Status of Policy Manual: Karl and Mary, hopefully with Kay’s assistance, will develop an outline or framework for the Manual in a format that can be built upon in the future. Their self-imposed deadline for completion and presentation to the Board is June.
8. Finance Committee update: In the absence of Phyllis Jessup, Mike McDonald reviewed the February 16th Finance Report to the Board, pointing out that UUCGT may end the fiscal year with a deficit of an estimated \$24,000. The problem is that some members are behind in their pledges, and some members have discontinued payment of their pledges altogether. A reminder letter will go out in the next couple of weeks. MOTION by Richard, second by John, to instruct the Operations Committee to reduce the cleaning of the building to once a week as a cost-saving measure, and to so inform the Facilities Committee. PASSED.
The Finance Committee will analyze the cost-reducing options listed in its report, and present specific recommendations to the Board.
9. Rabbi’s February Report to the Board: Chava hit on the high points of her report, and raised three questions: (1) Based on my job description, how is the current balance of my work? The answer was it’s going very well, and the upcoming evaluation should provide confirmation. (2) Is there anything you see that is not being attended to? The answer was no. (3) Have I lived in Covenant with you?” This is a question Chava is asking of others as well as of the Board. Our answer was yes.
10. Seamus Shinnners’ proposal (not in Board packet materials): MOTION by Richard, second by John, that we accept Shinnners’ proposal to use the UUCGT facility for a number of performances to be determined with Seamus, pending questions regarding use of the sound system. PASSED.

Closing words were by Rabbi Chava.

Karl adjourned the meeting at 7:45 pm.