

## *UUCGT Board of Trustees Minutes*

10/17/16

Linda Fletcher, President, convened the meeting at 5:31 PM.

Our chalice was lit and our bell tolled followed by the joint reading of our covenant, as is our custom.

Present: Board members Rabbi Chava Bahle, Linda Fletcher, Phyllis Jessup, Gretchen Kronk, Karl Love, Don Pyne and Kay Sturgeon.

Congregational members present: Marilyn Mayo, Mike & Sandra McDonald, Richard Miller, Mary Van Valin and Price Watts.

Rabbi Chava Bahle read opening words from The Sacred Art of Loving-kindness.

Karl Love covered the prohibition of unauthorized recording of Board of Trustees meetings.

Linda Fletcher welcomed guests and invited comment. Linda responded to requests for comments from the public being moved to the end of the meeting. Linda explained that the Board concludes it's ministry portion at the end of our meetings and that comments at that time would be disruptive to that process.

Karl Love read policy excerpts from "Board Members Code of Conduct" and "Unity of Voice" (found on pages 8 and 9 of the manual).

Kay Sturgeon moved the agenda be approved with everything covered in public except for the consideration of candidates for the opening created by Loraine Anderson's departure and consideration of the modification of staff benefits. The motion was seconded by Phyllis Jessup and approved.

Kay Sturgeon moved approval of the consent agenda excluding the Spiritual Leaders Report and with three typographic corrections to the minutes of our last meeting. The motion was seconded by Gretchen Kronk and approved.

The Spiritual Leader's report was discussed at some length. Attendance numbers comparison was requested for inclusion. Mike McDonald from the Finance Committee has a report that will be included with our monthly data. Phyllis moved the approval of the Spiritual Leader's report. The motion was seconded by Karl and approved.

Kay Sturgeon gave a brief report on the Pledge Drive Committee (which includes Kay, Mike McDonald, Hal Gurian and ...). The Committee has scheduled a calendar marking various points in the progress of our pledge drive in early 2017. Linda Fletcher spoke of the separation of stewardship from the processes of the pledge drive. Linda explained that we are trying to move the congregation toward a broader understanding of Stewardship. The concept of stewardship, Linda explained, here means the coordination of time and talent as well as financial resources.

Phyllis Jessup reported on the progress of the Organizational Chart committee. The committee's work is nearing a final draft of our community could be functionally arrayed. Once the final draft is completed it will be shared with the board and discussion can begin on the possible adoption and implementation of the proposed changes.

Karl Love reported on the Staff Resources Committee's activities. SRC has asked Laura Matchett, chair of the Lifespan Experience Committee and Chris Innes chair of the Committee on Ministry to review the job descriptions that are currently in the manual for the Director of Lifespan Experience and the Spiritual Leader respectively. SRC hopes to update these job descriptions prior to year's end. The job descriptions in the manual are the basis of performance evaluations that will be completed early in 2017 and should be current.

Karl also reported that SRC is gathering information so that the committee can make a recommendation to the board prior to year's end on the permanent retention of John Bailey as Music Director. His term expires on 12/31/2016. Karl said that he has interviewed John. The next step will be to seek input from the Vocal Ensemble after rehearsal on 10/27. It is the SRC's intent to make a recommendation in the November Board meeting.

Gretchen Kronk reported that the Policy Committee consisting of Mary Grover, Don Pyne and herself would meet October 27<sup>th</sup>.

Phyllis Jessup updated the board extensively on the process of changing our security system over to a keypad access system. The purpose of the change is to provide us with greater and more flexible security for our building. The materials displayed a well thought out system that provided different access codes for different building users. It was suggested that there be an article in the Beacon to best inform our community of the changes and the reasons behind them. Rabbi Chava said that the Operations Committee would assume responsibility for publishing this information.

Karl Love reported that we could expect to hear from Safe Congregations on the topic of Vaccines. There have been concerns raised that may cause us to weight the value of individual freedom with the protection of the weakest members of our community. At issue is the health of the very young as well as a number of members with challenged immunity.

Rabbi Chava reported on the efforts of the Program Council and their efforts to increase volunteerism. The Council is looking for a volunteer coordinator. The council intends to post opportunities to best match interest and need. Volunteerism is a key component of our evolving understanding of stewardship.

Linda Fletcher presented her attempt to ask Nancy Flanagan to meet with Rabbi Chava Bahle. Nancy declined the offer. Linda asked that we not read into the decision, that we accept and respect the decision made. The door will remain open.

Linda Fletcher presented an option to accommodate the diversity of practice within our congregation. Our character is diverse at heart with differing ideas of faith practice. Linda proposed ways to possibly accommodate different groups.

Discussion was extensive. Opinion varied over how well our diverse practice is or is not working. Karl suggested that we could always ask our congregants to tell us how well they feel accommodated in their practice. Gretchen asked when we could expect reported conclusions from the Healthy Reconciliation Committee. Evidently the deadline for people to participate was extended based upon demand. Gretchen reported data typically indicate that it takes time for congregations to heal, typically 4-5 years. Patience may be what is most needed. More direct conclusions were not reached.

The Board then went into executive session.

Candidates for the open position on the board were voted on by closed ballot. Donna Stein-Harris will be the next Trustee for the balance of the current term.

Karl Love presented information under consideration that may possibly improve staff benefits. Details will not be released until such time as a conclusion of viability is established and the results have been reviewed directly with staff.

The Board review of take away points from Chapters 3 and 4 of Congregational Leadership in Anxious Times was postponed for a future meeting.

Rabbi Chava offered closing words.

Linda Fletcher adjourned the meeting at 8:57 PM.

Respectfully submitted,

*Karl D. Love, Acting Secretary*