

UUCGT Board of Trustees MINUTES
DATE: December 9, 2020

Convene - Candle lighting and bell

Check In - Two minutes per person

Opening words – Barb Termaat (January: Judy)

Board Covenant – Mary Anne – comment on final phrase

1. Approval of Agenda – additions or deletions
 - a. Added Board terms to New Business
2. Consent Agenda MOTION PASSED after moving Asst Treasurer to Old Biz
 - a. Minutes from November meeting (attached)
 - b. Average Weekly Attendance Report for November (attached)
3. Financials (report by Treasurer -attached - Karl)

Michigan Tax issue is being addressed
Need \$50K increase to annual pledge drive
PPP available again? TBD if available and if we decide to do it or not
4. Old Business
 - a. To Do List – Judy (attached)
 - i. Need webmaster: report back next month; can use website budget, only come back to Board if need more funds
 - ii. Cathy: Harvest the Power / UU Leadership meeting in Jan
 - iii. Add HCT updated policy to January
 - b. Ministerial Discretionary Fund – Cathy & Karl (example attached)
 - i. Have \$7K in the Care Fund part of which could start the new MDF fund, usually \$1000 to \$5000 annually. Can do special collection if MDF gets low.
 - ii. Minister’s discretion to support people who need a little help in confidence gift to members, friends and community need
 - iii. Rev Cathy suggests guidelines such as limit amount individual/family can receive in one year (ex \$500), etc.
 - iv. Judy and Tom will work with Cathy and Joanie Jackson from Congregational Care to refine policyMotion to add a MOTION PASSED to establish a Ministerial Discretionary Fund to our budget, assign policy committee to bring a recommended policy and the Finance Committee to set up an account.
 - c. Pledge Drive Update – Rick Walters
 - i. Team established, and meeting regularly, target est. \$260K
 - ii. Circle letter year-end \$5K matching fund to help pay for things like extra time for Renee R. music, MST, etc.
 - iii. 2021-2022 Pledge Drive kicks off Sunday February 14 and Celebration Sundayon March 21: time talent and resources in a year-round thought process
 - iv. Increase hours for Renee if budget exceeds goal.

- d. Committee re-org (first draft) – Judy, Pam & Mary Anne (attached)
 - i. “Operations” to something like “Community “
 - ii. Cathy: often VP of Board organizes and calls the committees together to report for the board to stay connected; accountable to board (Prog Council shares to avoid duplication of effort and communication tool for the board. Also, coordinates community engagement on Thanksgiving service.
 - iii. Pam: what defines a committee and what is the responsibility of being a committee? 10 committees did not submit annual report and some are a committee of one person. Might have Committees, Teams, and Coordinators with definitions of each.
 - iv. David: thank you for the draft. It is a great step toward our later Growth Through Service conversation
 - v. Tom: we need a clear goal for organizing and possibly reducing the number of committees.
 - vi. Cathy: Budget per category, with distinct budget request and at the end of the year share what they did to support the mission and how funds were used toward it.
 - vii. Next step: will return with update next month
 - e. Outreach draft questionnaire (attached)
 - i. What are our members doing in the community?
 - ii. Have a first draft, suggestions welcome!
 - iii. MOTION PASSED to distribute the survey to the congregation as submitted.
 - f. Assistant Treasurer issue (attached)
 - i. Not a member of the Board to volunteer to assist the Board Treasurer perform their duties, ex. When Board Treasurer does not have a strong finance background.
 - ii. MOTION PASSED approved Assistant Treasurer as an optional position in the Policy Manual. (not unanimous)
5. Minister’s Report – Rev. Cathy
- 2-3 community members are joining White Fragility circle and ended up joining UUCGT; important community outreach!
6. New Business
- a. Approve Program Council Policy (attached)
 - i. Rev Cathy would like to add under the Procedures that the Program Council meets regularly, minutes will be kept and sent to the report to the Board every month.
 - ii. MOTION APPROVED to adopt Program Council Policy as submitted.
 - b. MST report (Chris and Jim – all attached)
 - i. Can we sort key responses by age (those under 50 or 60 y.o.)
 - ii. Outreach, who we are outside the congregation as UU or UU Congregation rather than “church”--such as E3, Indivisible
 - c. Growth Through Service – David
 - i. Framing what it is to lend your time, treasure and talent to the UU for your personal growth in faith and spirituality and in community (not giving, but

receiving!). New committee to give identity to GTS, invite interviews to help choose fit to their personal growth goals. Resources exist: brochure, video, etc. to start with and make “our own”.

- ii. A great opportunity to increase participation beyond showing up on Sunday.
- iii. New minister might have some great ideas in this area!
- d. Operations Committee – Do we want to delete this from Manual- Tom and Cathy (attached) MOTION PASSED to delete from the Manual
- e. Board terms update for Leadership Team
 - i. Mary Anne Year 2
 - ii. Barb Year 3
 - iii. Judy Year 2 (she agreed to 1 year of Pat’s remaining two years)
 - iv. Tom Year 1
 - v. Pam Year 1
 - vi. David Year 1
 - vii. Karl Year 3

Public Comment

Closing Words -Rev. Cathy

Adjournment

Next Meeting – DATE: January 13, 2021