

UUCGT Board of Trustees Minutes
DATE: November 11, 2020 – 7:00 pm

Convene - Candle lighting and bell – Mary Anne

Check In - Two minutes per person

Opening words – Karl (Barb in December)

Board Covenant - David

Approval of Agenda – additions or deletions Removed 1 item.

Consent Agenda **MOTION PASSED** to approve after moving Financial Report to Old Business

- Minutes from October 14 meeting
- Average Weekly Attendance Report for October

Old Business

- Financials (report by Treasurer - Karl)
 - Guy will take over bookkeeping
 - PPP
 - Finance Committee decided not to hire a UUA steward consultant this year for pledge drive
- To Do List – Judy
- LDC report – Sandra McDonald
 - Will start cultivating leader nominations in December
 - Discussed leadership development role, Rev Cathy recommends having budget for this starting next year (ex. \$2,000)
- Congregational approval of the By Law changes (how are we going to do this?) – Tom
 - Will include in regular annual meeting next spring/summer; UUA said no negative impact on ministerial search
- Tech help for those who need it – Chris Lautz has volunteered to do this
- Debrief from Retreat
 - Tom's article for the Beacon: well done!
 - Suggested Goals and Vision: reviewed
 - Charles: noticed our current vision work is primarily internally rather than externally focused; Mary Anne shared part that speaks to this
 - Committee Clean Up- 5 major areas for all work of the church to follow; Judy/Mary Anne: organizational chart to reflect the structure; Pam: 2 other structure examples
 - Growth through Service concept used in many congregations to help improve spiritual experience; suggest initiate after have simplified org structure in place. David will look into available resources
 - Outreach Taskforce meets first time tomorrow.

- Search Team Report – Jan and Charles
 - In March will be observing candidates, does Board need to meet more often to complete the simplified org structure? Rev Cathy says as long as in process is fine.
- Website Development – Cathy and Charles Brackett
 - Goal make website more welcoming--much done! Renee, Guy, Cathy, Charles, Betsy, Jolynn
 - New slideshow on home page, Search Ministry and About our region sections
 - We need a webmaster to consult, Policy Guidelines on what we can and can't post and how (ex. Photos of children) and Site Metrics

Minister's Report – Rev. Cathy

- Need a ministerial discretionary fund to use for member in crisis, and other urgent needs with finance oversight. The Finance Committee can work out details and present to Board to add to Policy Manual.
- Need to clarify definition of Operations Committee includes staff + at least one board member OR remove it. Created in 2011. Decision to not include in org structure. Next board meeting to decide if needs to be removed.

New Business

- 2021 Pledge drive team – Rick Walters, Chair; Mary Anne Rivers, Karl Keinath, Alison Kadlac, Jon Luoma
 - Start meeting next week
 - New Beginnings is suggested theme
- Minister's contract framework – Rev. Cathy; comparison to Policy done and differences are being worked through
- Beginning conversations re; reopening our church
 - Chattanooga plan is a model: for service and Members wishing to meet in the church
 - Stay on Zoom through the end of this year; reconsider in January

Public Comment

Closing Words - Rev. Cathy

Adjournment

Next meeting; December 9, 2020