

Dear Board Members,

Time seems to be accelerating as the days are growing shorter. I'm reminded of living in Alaska when sunrise around 9 am and sunset at 3:40. Short days, less energy and lots of naps, reading, knitting and quilting during December and January, then by March daylight accelerates dramatically each day as we watched the snow line recede on Mt Marathon. As the daylight increased, so did our energy levels not unlike here in northern Michigan. But this isn't a time of dormancy for UUCGT.

The search team has completed their congregational record and it is posted on the Jobs Board at the UUA Transition Team website. I've checked it out and it looks great. There are fewer churches in search this year, so I'm optimistic there will be a lot of interest in UUCGT. It is an exciting time! It is customary for the interim minister to sit for a mock interview for the MST prior to the interviews which will begin sometime in January.

Alison and I continue to meet with two groups working on anti-racism. The third White Fragility group of seven participants (not including facilitators) meets on Tuesday evenings and the How to Be an Anti-Racist group meets on Friday mornings. I completed facilitating a study group of the book, *The Bluest Eye* a couple of weeks ago, and the group has decided to continue reading books and novels by Black authors. We are currently reading *Sing, Unburied, Sing* by Jesmyn Ward and will begin conversation on Tuesday, December 15<sup>th</sup>.

At the Transition Team meeting last month, we discussed the need for people to connect during these dark times with the pandemic restrictions and short days, so I've added two one-time 90-minute Soul Matters groups for December 15 & 23. Vespers continues to meet on Friday evenings, and Tom Darnton stepped in to help me so that I could take a break after Thanksgiving and my unexpected overnight hospital stay. I was grateful for a little break but found that I missed it!

I have an interim colleague as a mentor, Rev Jennifer Brooks and we meet monthly. I'm grateful for her guidance and support. She has encouraged me to complete the paperwork necessary for me to receive my full accreditation as an Accredited Interim Minister (AIM). I am currently an AIMT (Interim Minister in Training) and have been for over several years because I just haven't gotten around to finishing the paperwork. AIM requirements take 3-5 years normally if you don't procrastinate. I don't know if we will travel to San Antonio this April for the AIM conference, but that is when we learn which congregations will be needing Interim ministers. I have decided at Jennifer's encouragement, to seriously consider doing at least one more interim ministry.

Other meetings over the past month include; office hours, Staff Resources, Transition Team, Pastoral Care, Sunday Services (2X monthly), Sunday Rehearsals every Friday, and a five-week advanced Soul Matters Facilitator Training group where I am a participant.

In faith, Cathy

**Assistant Treasurer** explanation:

This policy is in our P & P Manual but appears to never have been approved by the Board- or at least, it never got an approved date in the Manual. Some of us on this current Board were on the previous Board when we discussed this position. The history is indicated below, but the issue now is that we just need to vote on deleting this from the Manual, OR, approve it now and put today as the Board approval date. The policy is on page 34 of the Manual.

Mike McDonald and Tom Darnton email responses to my (Judy) question about this are below. We will have this on the agenda in the Consent Agenda portion.

November 30, 2020

Hi Judy,

According to the August 21, 2018 Board Minutes, the Board did appoint Kay Sturgeon to the position of Assistant Treasurer and, as I best recall, she served in that position for the remainder of the year until she moved to Oregon. Treasurer is a Board position chosen from among the Board members. It would seem to me to be a Board function (not Staff Resources) to appoint an Assistant Treasurer, if ever needed. Staff Resources deals with Congregation employees, not volunteer positions. That said, I am not sure we would ever need an Assistant Treasurer again and as I said I think it is up to Policy Committee and, ultimately, the Board to make the decision as to whether or not to formalize this in the policies.

Mike

November 30, 2020

Hi Judy,

Digging through my archives, I found the attached minutes from the August 21, 2018 Board Meeting which were the only reference I found to the Assistant Treasurer. It implies the Board's intent to include this position in policies and procedures but does not include a specific vote to do so. As best I can remember, this decision was driven by having no one on the Board, other than the President, that had the requisite financial experience to be Treasurer and the person elected Treasurer (Jane Fochtman) wanted help.

I will leave it to you and Tom on how to proceed.

Mike

November 30, 2020

We agree that this was done to facilitate Kay Sturgeon's work as Ass't Treasurer. We agree that it took board action and that the position of Ass't Treasurer was created. That would have been a policy decision creating a position and putting Kay in it. Her leaving would not have eliminated the policy decision creating the position. I do see Mike's point that this is not a staff resources matter. That's the difference between "Treasurer" and "bookkeeper". Bookkeeper is staff; Treasurer and assistant are board officers.

I also agree that the position hasn't been used and that we're better off not having it cluttering up the manual. I wonder if we could just put something on the consent agenda to abolish the position with a covering email explanation to the board.

Tom

Date approved by Board \_\_\_\_\_

## **PROGRAM COUNCIL COMMITTEE**

### **POLICY:**

The role and primary focus of the UUCGT Program Council is the facilitation of the communication and coordination among the committees/teams of the congregation toward achieving UUCGT's Mission.

### **PROCEDURE:**

- The Program Council meets monthly for the purpose of sharing information and coordination efforts and ongoing actions of each committee/team in carrying out their respective responsibilities and areas of concern. Program Council is the place to bring creative ideas.
- The Council consists of the chair or designated representative of each UUCGT committee/team and the Minister. Meetings are open to any members/friends of UUCGT.
- Each Program Council member serves as liaison between the Council and that member's committee/team.
- The Program Council at the first meeting following July 1<sup>st</sup> of each year, elects a chair (who is a current member of UUCGT), vice-chair and secretary, to serve for one year.