

Cedar Lane Unitarian Universalist Church
Board of Trustees
Minutes
April 21, 2015

Attendance

Board members present: Tim Persons (Chair), Lyn Peters (Chair Elect), Dave Hawver, Ariel Mora, Paul Strella (Treasurer), Maryann Dillon, Jack Rodgers (Assistant Treasurer), Melissa Reichley, Gwen Warman, Michael Thoryn (Communications), Kate Simon (Assistant Secretary), Walt Ellis, Susannah Vesey (Secretary).

Board members absent: All Board members were present

Staff members present: Rev. Abhi Janamanchi (Senior Minister), Rev. Heather Janules (Minister for Congregational Life and Social Justice), Rev. Greg Stewart (Minister of Lifespan Education), Sara Deshler (Church Administrator).

Other visitors: No other visitors were present.

Chalice Lighting, Centering

Ariel Mora read opening words.

Consent Agenda

The Consent Agenda contained the following items:

Report from the Senior Minister/Head of Staff (Appendix A)

Report from the Church Administrator (Appendix B)

New Policy section A.2. to be added to the Policy Manual, "Compensation for Senior Staff Team" (Appendix C)

Delegates to General Assembly in Portland, OR, June 2015 (Appendix D)
March 17, 2015 minutes

Consent Agenda approved: Melissa Reichley made a motion, and Maryann Dillon seconded, that the Consent Agenda be approved. It was approved by unanimous voice vote.

Approval of Multicultural Task Force (MCTF) recommendations

The Board created the MCTF last year to advise it on ways in which Cedar Lane can welcome and grow a multicultural congregation. At the Board's October 21, 2014, meeting, the MCTF conducted a visioning exercise in which Board members identified aspirations for the future of the church. Since then, the MCTF has been meeting to synthesize those aspirations. Ariel Mora, MCTF chair, said embracing a multicultural mandate would offer Cedar Lane the opportunity to become a "beacon" congregation, as several members said they desired during the October visioning process.

As a result of those meetings, the MCTF presented three motions to the Board for consideration.

I - That the Board endorse the creation of a Multicultural Leadership Team and request a draft charter be presented for consideration by the June 2015 meeting.

Ariel said the team would be a hybrid, advising both the Board and the Senior Ministry, and that UU churches that have been successful in changing their cultures have used a similar structure. Rev. Janamanchi said he was fully on board with this proposal.

Approved July 21, 2015

Approval of motion: Gwen Warman made the motion, it was seconded by Melissa Reichley, and approved by unanimous voice vote.

II – That the Board asks the head of staff to move forward on implementing the following recommendations of the Multicultural Task Force:

- 1. Introduce Intercultural Competency Training to Cedar Lane.**
- 2. Represent the voices of people in marginalized groups (people of color, people who are differently abled, LGBT people, women, etc.) in every service – e.g. as worship participants, authors, or composers.**
- 3. Ask all ministry teams, including Lifespan religious Education and all social justice groups to articulate how the voices of people in marginalized groups inform their activities.**

There was considerable debate over the wording of this motion, particularly over the use of the word “marginalized” and whether this implied that the Board believes these groups are marginalized within the Cedar Lane congregation, or that these groups are in fact marginalized in society at large. The consensus was the latter interpretation, and the wording was allowed to stand.

Approval of motion: Melissa Reichley made the motion, it was seconded by Michael Thoryn, and approved by unanimous voice vote.

III – That the Board resolve to gain and maintain a shared understanding of multicultural goals and challenges.

Ariel Mora said the foundation of this shared understanding would be intercultural training with periodic additional training and assessments, which she said was essential to multicultural development.

Kate Simon said the Nominating Committee should be told to alert prospective Board candidates of the training, and Gwen Warman and Tim Persons said Board members should not have to pay for this training out of their own pockets.

Members discussed whether the motion should include a requirement that the Senior Ministry include funds in its Budget for Board training.

Approval of motion: Walt Ellis amended the motion:

That the Board resolves to work with the Multicultural Leadership Team to gain and maintain a shared understanding of multicultural goals and challenges, and recommends to the Head of Staff that sufficient resources be committed.

The motion as amended was seconded by Gwen Warman, and it was approved by unanimous voice vote.

Rev. Heather Janules Update

Rev. Janules has applied for a position as senior minister at the Winchester Unitarian Society in Winchester, MA. She will participate in candidating week there April 26 through May 3. Until then, she said, she will be in a state of limbo, though in a “meaningful, strange, beautiful way.” She added that while breaking up is hard to do, “breaking up with 750 people is even harder,” especially as the Cedar Lane community had become so dear to her during her ten-year ministry here.

Board members expressed wishes of both good fortune and sadness for her possible departure. Rev. Janamanchi said the folks at Winchester Unitarian Society would be “damn fools” if they did not accept her.

Discussion of Annual Meeting, held Sunday, April 19, 2015

The following remarks were made by Board members:

- Separating all the paper materials to be distributed to voting members from the registration tables worked efficiently;
- Once members registered, not many drifted away;
- A new “In Memoriam” component, remembering Cedar Laners who passed away during the previous year, was well received;
- Abhi Janamanchi and Tim Persons said there are moves to push future Annual Meetings to May and to ask members to vote on the Annual Budget.

Next steps for selection and hiring of Interim

Tim Persons proposed that the Board appoint an interim search committee to find an 11-month Interim minister, while a permanent replacement for Heather Janules is sought. There was discussion as to whether the permanent replacement would be a “called” minister or a “hired” minister. Governance by Policy consultant Dan Hotchkiss had favored a hired minister. Following requirements set by the UUA, the potential interim minister candidates would need to be identified by May 18, with an offer made by May 29. The Board would make the decision based on advice from the interim search team.

Dave Hawver made the motion, Melissa Reichley seconded, that an interim search committee be appointed. It was approved by unanimous voice vote.

Election of 2015-2016 Board Chair, Chair-Elect

Tim Persons made the motion to nominate Lyn Peters as Chair, Melissa Reichley seconded. Lyn’s nomination was approved by unanimous voice vote.

Lyn Peters made the motion to nominate Dave Hawver as Chair-Elect, Tim Persons seconded. Dave’s nomination was approved by unanimous voice vote.

Closing words

Gwen Warman read closing words.

Adjournment

The meeting adjourned at 9:32 p.m.

Respectfully submitted,

Susannah Vesey
Secretary

Upcoming:

Meeting: June 7, 12:45