

CLUUC Board of Trustees

Minutes June 16, 2015

ATTENDANCE:

Board Members Present: Tim Person (Chair), Lyn Peters (Chair Elect), Paul Strella (Treasurer), Jack Rodgers (Assistant Treasurer) Susannah Vesey (Secretary), Kate Simon (Assistant Secretary), Melissa Reichley, Ariel Mora, Gwen Warman, Dave Hawver, Walt Ellis, Maryann Dillon

Board Members Absent: Michael Thoryn

Staff Present: Rev. Abhi Janamanchi, Rev. Heather Janules, Rev. Greg Stewart, Sara Deshler

Staff Absent:

Guests Present, including Incoming Board Members: Rebecca Bond, Emily Mellgren, Jim Anderson, Jack Welch, Maureen Donnelly

The Board began the meeting in Executive session on Senior Staff Compensation.

Consent Agenda- Consent agenda was approved by unanimous voice vote (Maryann Dillon moved and Ariel Mora seconded.) The minutes from the April and May Board meetings have not been finalized or approved. Susannah Vesey will prepare these.

Congregant John Daniel attended the Board meeting and shared his views regarding the Special Congregational Meeting that was held on June 7, 2015. The Board appointed a group of Trustees to respond to his concerns.

Mosaic Makers. (Formerly Multicultural Task Force.) A motion for the creation of this Board committee was approved with amendments.

The Board discussed the budgets, including the proposed budget for FY 2016.

Highlights of discussion:

- BoT would like to see strict adherence to \$30K and \$50K corrections by the Senior Staff as instructed in January and March 2015.
- Could be mid year bonus, pending review of income/expenses updates.
- Staffing analysis would have effect for FY 2017, not FY 2016. Those preparing the staffing analysis will not recommend a mid-year staffing change.
- We are hesitant to make an adjustment, even a COLA, without the information to be presented by the staffing adjustment

- Proposed budget for 2015-2016 , version 2. Expenses are not to exceed \$1,280,000.
- Direction to Senior Staff: Go back and find \$11K but without the furlough. (e.g. no intern, no increased staff hours, etc)
 - Create a ministry team to work with Senior Staff regarding the results of the staffing analysis
 - Next year's team needs to take a hard look at the ministerial staffing model.
 - Can the Senior Staff use a ministry team to help with the rental contracts? The congregation needs to step up with these issues.
 - Maybe a ministry team can help the Senior Staff look at health insurance options.
 - Board, as part of the budget, needs to look hard at these issues.
 - At the last Financial Policy Committee meeting, there was a discussion of creating a team regarding the church's finances.
 - The Senior Staff: We did not want to include furloughs. Will look at these other options.
 - The BoT should take it as a commitment in working with the Senior Staff and let them know about how we feel about the budget cuts. We should provide insight to the Senior Staff.

Lyn Peters moved that the Board recommends proposed FY 2016 budget version 2. with the understanding that expenses will not exceed \$1,280,000.. Senior Staff has authority to make appropriate adjustments to address \$11,000. The Board discourages the Senior Staff from including furloughs. Motion passed.

Abhi inquired about when would be an appropriate time to get back to the Board on the revised budget? He is on vacation in July. Report maybe in July or August.
How will we communicate this with the congregation? (Tim will include in final board report.)

Outgoing BoT members, Ariel Mora, Paul Strella, Susannah Vesey, Walt Ellis and Tim Persons, reflected on their time on the Board.

Board Decisions:

The Board approved the formation of Mosaic Makers Committee.

The Board approved the adoption of the FY2016 budget, version 2, with the understanding that expenses will not exceed \$1,280,000.

Motion to appoint a task force to respond to JD (Maryann Dillon moved/ Ariel Mora and Melissa Reichley seconded). Members will be Susannah Vesey, Tim Persons, Dave Hawver, Walt Ellis and Kate Simon.

Submitted by Kate Simon, Assistant Secretary of the Board of Trustees