

CLUUC Board of Trustees Meeting Minutes

July 12, 2016

Action Items:

Check on how much money the Pancake Supper brings in each year	Melissa	By August meeting
Sign up on Google Docs for a turn as process observer and bringing closing words	All board members	By August meeting
Read Board Policy Manual and note items that may need to be changed	All board members	Ongoing
1:1 meetings among Board Members	All board members	Aug-Oct
Consider other possible auction offerings during which the Board members and the congregation can interact face to face.	All board members	By August meeting
Communication about Board activities to the congregation	Melissa	Per eNews schedule
Decide when to send out budget info	Exec committee	By August meeting

ATTENDANCE:

Board Members Present: Jim Anderson (Chair Elect); Carol Bertaut (Assistant Treasurer); Brent Garland, Linda Gianessi, Dave Hawver (Chair); Emily Mellgren (Secretary); Ariel Mora, Melissa Reichley (Communications); Gail Riley, Jack Welch (Treasurer); Gwen Warman.

Board Members Absent: Greg Falcigno (Assistant Secretary)

Staff Present: Rev. Michelle Collins, Sara Deshler
Staff Absent: Rev. Abhi Janamanchi

Others Present: Marilyn Hathaway representing Mosaic Makers

Opening: The meeting convened at 7:30 p.m. with centering words, chalice lighting, covenant reading and check in. Check in with Joys and Sorrows.

Approval of Consent Agenda:

1. Appendix A Minutes of June Board Meeting
2. Appendix B Notes from June 3-4 Retreat
3. Appendix C Report from the Senior Staff
4. Appendix D Letter about Ashley's insurance

Brent moved, and Linda seconded, the approval of the Consent Agenda; it was approved by unanimous voice vote.

Other Reports received by the Board:

Michelle - A Master of Divinity student from Wesley Seminary, Norman Allen, had originally applied to do a field study at Cedar Lane, but has now asked to be considered for a 2-year part-time intern position (15 hours per week). He's been a long time member of All Souls UU, and is a playwright and former English teacher. Michelle would be his supervisor, and his work will also be overseen by a 5-member intern committee. Michelle proposed that \$6000 per year budgeted for the reserve fund for a future full-time intern would instead be offered as a stipend for FY17 and FY18. He would begin the last week of August, 2016, and could offer adult programs classes. He would not have benefits. Since these funds are already in the budget, a board vote was not required, though general approval was expressed.

Jon Watkins will be stepping down from his position as Coordinator of Youth Ministry (CYM) at the end of September. He will overlap with Hillary Collins-Gilpatrick, our new DLRE, to help the transition. Michelle and Sara will begin the hiring process after sharing the position description with Hillary and will be involved in the process. Hillary will be the new CYM's direct supervisor. The hope is to have resumes in hand and interviews beginning as soon as Hillary begins on August 15, 2016.

Mosaic Makers Review and Workshop (30 min):

Packet was distributed. Michelle shared her own personal reflections of Cedar Lane's culture. Friendly/clubby, conflict avoidant, great music, formerly a beacon church, assimilation is very important here. "She fits in really well" can be heard here. How strong is our culture?

The Mosaic Makers, a standing committee of the Board whose mission is to lead the congregation in living out an intentionally multicultural religious identity in all aspects of the Cedar Lane community, led a short workshop for all Board members about cultural change. Members offered the following reflections on our current Cedar Lane culture:

- "friendly but sometimes cliquy,"
- "caring and engaged people,"
- "traditions are highly valued/many 'sacred cows',"
- "conflict-avoidant,"
- "intellectual/not emotionally expressive,"
- "strong lay leadership/leadership," and
- "often divided by age."

Knowing how difficult it can be to change a community's culture, Board members then shared what they would be willing to change in order to create a more multiculturally inclusive environment. Some of the responses included the following:

- "move into discomfort,"
- "evangelize UU style,"
- "do less of what we want and more of what others ask for,"
- "partner with other churches,"
- "be willing to be a racial minority,"

“less music by dead white men,” and
“outreach in prisons.”

Board Business

- Outcomes Statements Discussion/Approval (30 min)

Discussion: In the outcomes document, B refers to Board, M refers to Ministerial Staff in an effort to determine who is responsible for the outcomes. General consensus is that this is a 3-5 year document. The outcomes are the Board's efforts to move from the strategic directions to their implementation by the staff and congregation. We will approve it, then pass it on to the staff for their consideration and feedback. Once the outcomes have been agreed to with the staff, measures of success/effectiveness will need to be determined for each outcome. Once agreed to, Staff or the Board will be responsible for accomplishing each outcome within the policies set by the Board. Once the staff comes up with a way to measure these, there will be a dialogue with the board as well as some prioritization. The Board will conduct an annual evaluation of progress toward achieving the outcomes. This is a living document. A large responsibility of the board is monitoring and evaluation. The Board holds the Senior Minister, as Head of Staff, responsible for Staff outcomes; he holds the staff accountable. We haven't fully figured out the monitoring and evaluation process yet but that will happen in the future.

At the retreat, Mary Means noted that when the Vision/Mission statements were distributed, they were intentionally not numbered as no one items is necessarily more important than another. A good reminder that we need to remind people of this and we may choose to remove the numbers but they are useful for identifying outcome statements during the process of developing measures of progress. This can be addressed when we are ready to publish.

The Board agreed on the following amendments to the outcome statements:

- Change “cross-cultural” to “multicultural in 1.a.3.
- Leave 1.b. as “Align all ministry teams around our vision and mission, clarifying paths to deeper spiritual connection and community engagement.”
- Revise 2.b.1. to read: ”Children, youth, and adults of Cedar Lane engage broadly, deeply, and personally in social justice activities in partnership with the wider community around us.”
- Add 3.2. to read: “Visitors and members find worship expressions that resonate with them.”
- It was suggested that it is important to hold up children, youth, and adults when discussing the congregation's involvement in social justice activities. (2.b.1.)
- Still to be determined is how to proceed with requesting that the Congregation adopt Strategic Direction numbered 5: “Living out our vision and mission through transformational giving,” developed by the Board.

Jim moved, and Jack seconded, to approve the Outcomes Statements, as amended on July 12, 2016. The motion was approved unanimously.

- Board vacancy update (5 min)

Dave announced that the nominating committee will be meeting over the next few months to select a nominee to fulfill the remaining 2 years of Maureen Donnelly's term, after her resignation from the Board on July 1, 2016. In an effort to support and nurture new board members, we will be doing 1 on 1 meetings over the next few months. It was suggested that we also have some social gatherings to get to know each other better. There are concerns

with the high rate of resignations of new board members over recent years. The nominating committee has been encouraged to do exit interviews with former Board members who have resigned.

- Board Procedures, Signups, Policy Manuals (15 min)
We will start holding Congregational Conversations in September; once a month, alternating services. We are working to educate the congregation about how to bring items to the attention of the board as well as which items are under the board’s umbrella and which fall under the staff’s responsibilities. We need to make sure the Board policy manual is accurate. It was suggested that we update it quarterly. Board members should read the policy manual and look for things that are no longer accurate or need to be changed.
- Should the Board donate a Pancake Supper or some other item for the fall Auction? To think about and decide at Aug Meeting.

Board Decisions (include motions passed):

The Board voted to approve the Outcomes Statements, as amended on July 12, 2016.

GBP Process Check

Pro	Con
The Board kept very close to the meeting agenda and schedule	Board members seemed reluctant to voice good natured and substantive disagreements with each other.
Most Board members appeared to have read the packet materials ahead of time and were prepared for knowledgeable discussion.	Some ambiguity remains with respect to the mechanics of approving, amending, and calling votes on Board motions.

Closing words read by Jim. From “How to Build a Girl,” by Caitlin Moran

Adjournment at 9:35 P.M.

Calendar Items

1. July 17, Sunday, 10:00 AM Capital Focus Jazz Band service, Sanctuary
2. July 24, Sunday, 11:30-1:30 “Becoming Nicole: One Family’s Story”, Chalice House
3. July 27-31, Wed-Sun Thrive East Coast Gathering (Youth and Young Adults of Color--email Archene to find out how you can help by providing food)
4. August 2, Tuesday, 7:30 PM Executive Committee Meeting, Rm 30-31, (Dave by Telecon)
5. August 16, Tuesday, 7:30 PM Board Meeting, Rm 1-2

6. September 6, Tuesday, 7:30 PM Executive Committee Meeting, Abhi's Office
7. September 10, 2-5 PM Ice Cream Social with Hillary Collins-Gilpatrick, Chalice House