

CLUUC Board of Trustees Retreat Notes

January 6, 2018

Action Items:

WHO	WHAT	WHEN

ATTENDANCE:

Board Members Present: Jim Anderson (President), , Greg Falcigno (Secretary), Peggy Jackson, Ellen Kelley (Assistant Treasurer), Rebecca Nachtrieb (Assistant Secretary), Suzanne Pineau, Raj Rajendran, Gail Riley.

Board Members Absent: Carol Bertaut (Treasurer), Linda Gianessi, Ariel Mora.

Staff Present: Rev. Abhi Janamanchi, Katie Romano-Griffin, Tim Atkins, Sara Deshler

Opening: The meeting convened at 9:00 a.m. after breaking fast with centering words, chalice lighting, and sharing what we feel called to do.

Review Board and Staff Priorities

Discussion started with Board priorities from June 2017. Indeed we have spent our time working on this list, each having reached some progress toward completion. Then the Staff priorities from June 2017. Indeed the Staff has spent time on these. A couple, Lifespan RE and Social Justice, the activity so far has been preparation and launch, e.g. building trust with constituencies, and will continue toward the same goal. Other focus areas in addition to the named

- moving people along the spectrum of engagement. In support of that, attention to the Pastoral Visitors program, in ways like updating the training offered to them. And to Membership, in ways like Sara Davidson agreeing to a role in both Communications and Membership.
- facility and grounds - follow up on HVAC, care for ailing trees
- safety: team continuing to pull together plan, threat assessment coming, police and fire.
- website!
- office: lots of hiring and office moves, various banking and financial systems, procedural

documents, database started and will continue.

Strategic Plan

Reviewed the staff proposed measurements for SD1. The “Operational Definitions” proposed this time replace the “Interpretations” proposed before. Tim took notes on the Board feedback. During the meeting we located detailed brainstormed ideas from the September board meeting and provided them for staff consideration.

Also SD2. Again Tim took notes on feedback, which was largely supportive of the proposed definitions and measures.

Also SD3.

Also SD5.

- Discussed terminology use “transformational giving”. Requested an operational definition of that. Rebecca, Gail, Raj will develop that.
- And fix the spelling of the new addition to the direction “and sound financial management”.
- 5.a measure: Decided to remove measure 4 “The Board has approved, and the Staff is implementing, a policy to limit increases in expenses”. 5.b.1 covers what this was aiming for.
- TABLED: 5.b.1 measure: need to recast it now that operating budget includes more categories of income and expenses. 1,309,044 was a very particular number, accurate at the time, but no longer. Rephrase it for the “Operating expenses do not exceed the previous year and are not offset by drawing on savings”. Also rephrase measure 2. It seems the direction wanted creation and following a plan, so having a plan is a measure. Metrics about following the plan would still be appropriate, but don’t require numbers.
- TABLED: The biggest observation is that SD5 need not be here. Time and talent are covered elsewhere. Treasure need not be written as a strategic direction.

Change at Cedar Lane

Abhi presented slides (Appendix C1) on the necessity of change, and leadership styles that react and manage that well. Adaptation - a way of taking the community (ecosystem, organism, organization) from the past to the future - preserving this, rearranging that, displacing the other.

Certain challenges are adaptive and call for this type of leadership.

This subject came up from congregational feedback that Cedar Lane was changing such that they did not feel it was their familiar Cedar Lane. That was discussed at December’s meeting.

The Board has a position of leading and visioning for the congregation’s challenges. In this leadership style, the Board should listen often to others, as well as communicating often about the challenges we are working on.

Re-evaluate Priorities for Next 6-12 Months

What do we Want to do? What do we Need to do? What do we Dream to do?

Implementation and Tactics

Jim wrote a separate doc for the discussion.

Discussion of last year's Harassment Issue

The following is a statement from Jessica Summers, the attorney, sent regarding last church year's harassment issue. She encouraged that it be shared with the entire board.

The church was made aware of multiple inappropriate comments made by a member to church staff. The church reported the issue to the board, which engaged in a good faith investigation of the situation in accordance with the church's bylaws and with advice of outside counsel. While, in the interest of protecting the church and those involved, we do not share the details of personnel issues with members who are not on the board, we can assure you that the church and its board took all appropriate steps to ensure due process for the member while protecting the interests of the church and its employees.

Should any congregational members approach any board or staff members regarding the issue, the language above is recommended.