

CLUUC Board of Trustees Meeting Minutes

Dec 20, 2016

Action Items:

WHO	WHAT	WHEN
Melissa	Write email, OOC blurbs re: Jan 8 meeting	E-blast already done for 12/17; Enews and OOC blurb Xmas week
Greg, Dave	Draft Agenda for Congregational Meeting (from previous), Dave to determine 3rd agenda item	Email executive committee this week
Dave	Twist arms for visiting steward training signup	Following this meeting
Linda	Contact Cluster about experiences changing name	Their next meeting is in March
Abhi	Sunday Announcements of Congregational Meeting	Two Sundays leading up to Congregational Meeting
Ariel	Contact River Road Social Justice team about working together on projects	Before next meeting
Greg	Determine Criteria for Posting Minutes' Attachments on the Website	Before January Executive Committee meeting

ATTENDANCE:

Board Members Present: Jim Anderson (Chair Elect), Greg Falcigno (Secretary), Brent Garland, Linda Gianessi, Dave Hawver (Chair), Ariel Mora, Melissa Reichley (Communications), Gail Riley, Gwen Warman, Jack Welch (Treasurer).

Board Members Absent: Emily Mellgren, Carol Bertaut (Assistant Treasurer),

Staff Present: Rev. Abhi Janamanchi, Sara Deshler

Others Present: Lyn Peters, Stew Grubman, Mary Means

Opening: The meeting convened at 7:36 p.m. with centering words, chalice lighting, covenant reading and check-in.

Approval of Consent Agenda:

- Appendix A (website): Senior Staff Report
- Appendix C: Minutes from previous Board meeting

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

NOTE: Appendix B, provided on 12/20, is to be included in the Consent Agenda of Jan 2017 meeting.

Other Reports received by the Board:

- Appendix D (website) - Proposed changes to Bylaws for Special Congregational Meeting on 08 JAN 2017
- Appendix E (board only) - Draft Motion and List of Expense Reductions for FY18

NOTE on Reports: 'website' indicates publication on public website along with approved minutes. 'members' indicates publication on members-only section of website. 'board only' indicates not published along with approved minutes.

Board Business:

Stewardship Update

Stew and Mary (co-chairs) discussed that we need to be a beacon out in the community, so need the resources to do that. The Board can help generate joy and enthusiasm that Now is The Time. Encouraged the Board to talk positively about financial matters in this season, to inspire generosity. Campaign happens to coincide with the first 100 days of the presidential administration in DC (campaign to end March 25). Focus groups pointed the campaign to aim even higher, centered around positive vision. Reviewed a series of campaign events, and how they have met with various staff and groups. Target of 40 visiting stewards; we would very much like each board member to sign up (mandatory training Feb 10 or Feb 11 given by Mark Ewert). Using Fair Share guide again. Distributed a "campaign at a glance" sheet.

Proposed Bylaws Changes

Discussion was in support of the changes, with an exchange of ideas on showing differences between current and proposed revisions (since there are more than straightforward local modifications).

Associate/Assistant Minister Search - Job Description

Given last meeting discussion about attracting candidates, and the positive aspects of starting a search early in the cycle, we should move forward with guidance to the staff.

Friendly amendment offered that the "this or that" language is awkward and could be rephrased: not accepted.

Friendly amendment offered that the conversation is about two things: hire/call, and compensation. Listing titles is an indirect way of discussing compensation. Be direct instead. Not accepted.

Progress Update on Potential Partnership with Davies Memorial Unitarian Universalist Church in Camp Springs, Maryland

They have been a shrinking congregation, but with a vital remaining congregation, a healthy facility, and a stable small budget. They want to grow through strong ministry.

Cedar Lane staff will be putting together one or more packages of services for discussion with Davies, including

- Ministerial Support options, up to potential ¼ of our next Associate Minister. Possibly Pastoral Care. Possibly Worship Associates.
- Administrative services support, perhaps including bookkeeping.

Would such a partnership require congregational approval? No member knew of any bylaw requirement, but were inclined to seek such approval anyway.

Replace January Board Retreat with Focus on Social Justice event

No objection.

Plan to Introduce the Idea of Changing our Name from “Church” to “Congregation” or something else

Many UU congregations have changed their name away from Church in the past several years. Discussed various ways to introduce the idea: congregational conversation, survey, lounge discussion. Congregational conversation has Board support. Informal one-on-one discussions do not.

Candidate List of Expense Reductions

Reviewed proposal, discussed need to present a positive outlook that encourages optimism and generosity while being transparent about getting the Congregation’s financial house in order through limited reductions to offset expected increases in the operating budget. The Board to seek messaging advice before the stewardship campaign starts.

Discussed that the proposal amount is expected to cut below the expense cap, and if so that the language of the motion specifies that the difference not be spent in other areas.

Discussed that this proposal is a level of detail that should be Staff, not Board, business. But that in this case, given the importance of collaboration, Abhi encouraged the Board to make exception and support the proposal.

Board Decisions (include motions passed):

1. “I move that, if the proposed changes to the Bylaws are approved, Cedar Lane search to hire (not call) either a full-time Assistant Minister or a ¾-time Associate Minister.”

Gwen moved, and Jim seconded; it was passed 7 to 2.

2. “In pursuit of the goal of limiting total expenses and making substantial progress toward eliminating Cedar Lane’s operating deficit, I move that the Board accept the attached proposed expense reductions (Appendix E), developed in collaboration by the Senior Minister, Executive Director, Board Chair, Board Chair-Elect, Treasurer, and Assistant Treasurer, along with the Chair of the Financial Policy Committee, with the understanding that, unless otherwise agreed to by the Board, they are to be implemented in Fiscal Year 2018 (FY2018, beginning July 1, 2017); and that expense reductions beyond those needed to offset the anticipated ~\$30,000 increases in expenses (due to such things as increases in health insurance premiums, COLAs, raises, and/or targeted spending on high priority goals) would serve to lower total expenses below the FY2017 level of \$1,309,044.”

Jack moved, and Linda seconded; it was passed 8 to 1.

GBP Process Check: Linda Gianessi

Pro	Con
Excellent energy level	Time management
This instance of overstepping GBP when discussing limiting expenses was reasonable judgment.	

Closing words by Linda Gianessi

Adjournment at 9:44 p.m.

Calendar Items:

- January 8, 12:30 pm Special Congregational mtg re: Bylaws
- January 14, 9 am - 3 pm Board-sponsored Social Justice event
- Jan 15, 4 - 6 pm Spirit Experience: MLK Interfaith Service
- Jan 17, 7:30 - 9:30 pm Board Meeting (Closing: Gwen)
- Feb. 18, 9 am - 4 pm Seminary for a Day (think of this as a Board retreat)
- Feb. 19, 9 & 11 am Annual pledge campaign kickoff
- Feb 25 Stewardship Event
- March 11, 7 - 9 pm Board Game Night