

**Unitarian Universalist Congregation of Cleveland
Board of Trustees Meeting Agenda**

1/28/2020

Board Members

Tom McKenna, Past President	Erika Brown	Bob Horan
Shane Millette, Treasurer	Steve Doell, Vice President	Carol Gay
Mary Schatzman, Past President	Wayne Jennings	Jennifer Pierce
Nancy King Smith	Susan Paterson	Tadd Pinkston, Secretary
Melissa Vandergriff (leaving early)		
Cat White, President		Minister: Rev. Joe Cherry

7:00 Welcome & Call to Order Cat White

Chalice Lighting & Opening Words Cat White

- Getting there was Only Half the Battle: The 10,000 Mile Trip from London to Mongolia

Covenant Read by all

We are mindful of our duty to our fellow congregants, who have placed their trust in us to act as faithful stewards of the Congregation. Mindful of the trust they have placed in us, we will always strive to make decisions based on the needs of our fellow congregants, our community, and the long-term interests of the Congregation.

We must always use this position of trust and responsibility as a unique opportunity to serve our Congregation, and to put its principles of love, tolerance, and social justice into action.

Let's presume good faith. Let's give everyone a chance to talk. Let's get it done.

CONSENT AGENDA

[Minutes](#) Tadd Pinkston

- Moved to Adopt - Nancy King Smith
- Seconded - Wayne Jennings
- Approved

CONFLICTS OF INTEREST?

- Tadd is on UUJO's and LegalWorks Inc.'s Board
- Cat still employed by Reminger (see summons)

7:10 Minister's Report

Rev Joe Cherry

- [Report](#)
 - Edits to "I Used to Wonder" forthcoming
- Killam Fellowship
 - Advertisement [Here](#)
 - Same as 2019 - updated year to match
 - Allen and Mike have agreed to work with the Fellow - the only downside would be fewer lay led services in July.
 - Contacted Tomo Hillbro of Meadville/Lombard; Rev. Dr. Chris Schelin of Starr King School for the Ministry; Rev. Dr. Susan Ritchie (House of UU Studies MTSO) and Rev. Karn Hutt of United Theological Seminaries of the Twin Cities (very high percentage of UU's go there.)
 - We advertised in more places this year.
 - Internship Definitions [Here](#)
 - UUs are often Teaching Congregations and First U had a long tradition of education.
 - Students often reach out in the fall.
 - Payment model in flux - internships used to be poorly paid, however, UU seminaries are moving to two year part-time internships.
 - Interns are thus often time staying local

7:30 Staff & Leadership Council Reports

Submitted in Advance

- [LC Report](#)
 - Ken's Note
 - "Good Morning All,

Tom and I just talked a few minutes ago after I had a conversation with RME... Boiler status.

It was discovered that the heat exchanger in the boiler had a leak causing the boiler fire to shut off based on what Nick and Rico from RME determined last Friday. I stopped at the church on Friday afternoon and saw what Michael was able to see inside the boiler with Nick. It was best to shut off the boiler, then pumps to limit the leak. Steps were taken by RME to get a new heat exchanger order to replace ours. Other steps were taken to make the building as comfortable as possible for the congregation and the rentals/groups.

The process and timeline as we know this morning:

- 1) The new heat exchanger will be shipped out Wednesday from RBI located in Canada. How soon it will get here is undetermined, but Rico from RME will give us daily updates.
- 2) Once, the new heat exchanger arrives to RME office, they will come out to the church to install it. By tracking the part from Canada, RME will have some idea on when they can get to the church in advance to set-up rigging to pull the leaking part

prior to the arrival of the new part. They want to switch it out part in the same day.

3) Once the leaking heat exchanger is pulled, it will be sent back to the manufacturer to determine the cause and determine if it is under warranty.

4) We have been following the extra maintenance program and installed additional parts/materials to this new boiler when it was installed in late Summer 2017.

5) If the part is under warranty, then we only have to pay for installation charges (TBD). If the part is not under warranty, then material cost is \$8,000.00 plus installation costs.

6) We are trying to make sure everyone is comfortable as possible and we send out more information as it made available.”

- Expressed concerns about communications
- Board members detailed the struggles they have had with communicating heating issues
 - Concerns about the Cleveland Buddhist Temple, piano teachers, and other friends not having reliable heat for months
- Summary
 - Problem with the boiler unit
 - Boiler stopped on Thursday (as reported to Rev. Joe); still no action or communication by service Sunday
 - Michael came in everyday for three weeks to relight the pilot
- Reminder that the head of B&G is a volunteer position
 - Our expectations of the position may be unrealistic for one person - let alone a volunteer who has a fulltime job
 - Do we need to clarify who folks reach out to when they notice things like heating issues -
 - Custodians and B&E have emails
 - May not feel empowered to make the announcements broadly to the board; who do they contact?
 - LC to report back to the Board on how to improve communication
 - Boiler is only two years old - huge concern
- [CRD Report](#)
 - Link to proposed course is being debated amongst the membership committee - not approved by the Board.
- [Music Director Report](#)
- [RE Director Report](#)
 - Bob brought to the Board’s attention the great feedback we got from last Sunday's service.
 - Revisit covenant groups with Allen & Nancy

7:50

President’s Report

Cat White

- I don’t think that means what you think it does: Examining the Code

- [Code of Regulations](#)
 - Tadd, Meg, Amy, and Cat to tackle synergizing these things
 - Tadd to email these folks and organize the meeting
 - Propose transition period & new board members issues
 - First issue at the annual meeting
 - We need to understand what groups do and how they work in order to operate
- [Job Responsibilities](#)
- Continuing the work of organization: Charters
 - [Membership Committee Charter](#)

8:15 Treasurer's Report

Shane Millette

- Summarization of Finance Committee Meeting
 - Angie will be out for roughly two weeks - substitute will come in
 - Tax statements went out already
 - Stewardship Committee will begin soon
 - 8 to 10 folks; Feb. will see this begin in earnest
- [Dashboard](#)
 - Halfway through fiscal year - operational surplus
 - Almost \$81,000
 - Well over halfway into our expected pledge donations
 - Buildings & Grounds a tad bit over budget
 - Breakdown by demographics
 - Heritage Committee not active currently
- [Financial Statements](#)
- [Plate Collections](#)
 - Nancy proposed placing this information in the Newsletter
 - Discussion of whether Rwanda fund should be counted as external or internal funds
 - Shane to send data to Erin and Shirley
- [Board Designated Funds - Killam](#)
 - Example of how board designated funds operate
 - 500k of our assets are board designated
 - Two different funds
 - One original contribution - set aside for Killam purposes
 - Earnings from the above - also called Killiam funds
 - **Definition of Board Designated Funds:** "This Board or a previous Board set aside funds for a particular purpose."
 - A weaker restriction than one accompanying a restricted donation
 - We must accept a donation's restriction or we don't accept the restricted donation
 - By contrast a future board **may** modify the restriction of a board designation fund.
 - Shane is worried Killam may grow continuously
 - Jennifer mentioned we could pay a fellow a living wage rather than typical intern pay as a means of spending the fund.

- Tadd mentioned considering only a percentage of earnings to feed back into the the Killiam Fund
- Per Bob - use it as a means to move address the issues with a volunteer B&E manager or a residency.

8:30 Committee & Team Reports

- [Moved up to 7:16 at the meeting] Strategic Planning Update Melissa Vandergrill
 - [External Interview Summary](#)
 - [Notes on UUCC Strategic Plan](#)
 - [Interview Analysis](#)
 - Three new members to the Taskforce
 - Two decided upon; third still being sought
 - Framework handout - discussed, led by Melissa
 - Mission and Vision - to be brought to the Board by Feb.
 - Strategies and action steps in March
 - [Smartie Goals](#) in April
- Racial Justice Leadership Team report on Beloved Conversations Nancy King Smith
 - Request - the sixth week the small groups will be digging into congregational polity. They will have a panel to add the small group folks - staff member; racial justice member; board member.
 - Wednesday March 4th - panelist needed
 - Tom volunteered :-)
- [Doctrine of Discovery proposal](#) Wayne Jennings
 - Society rebuttated the Doctrine of Discovery
 - Time for our merged Congregation to do likewise
 - [Educational book recommended](#)
 - Motion to Develop a Proposal for the Annual Meeting to repudiate the doctrine of discovery and educate the congregation
 - First Carol
 - Seconded Nancy
 - Approved
- [Partner Church proposal](#) Wayne Jennings
 - First U was a partner church with romanian unitarian churches
 - Rev. Joe contacted the partner church and is in touch with the leadership there
 - Tadd asked Wayne to consider using the [UU funding program](#) to help these churches or fund a trip to Romania or fund a trip for them to visit us!
 - Wayne and Rev. Joe to bring a proposal for us to vote on.

Opening/Closing Words for Next Meeting?

Jennifer

Closing Words

Cat White

"The Teachings of a Wise Old Bird" - Robert Atkin

9:23 Adjourned

9:28 Executive Session