

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

February 25, 2020

**Board Members**

Tom McKenna, Past President ☰

Shane Millette, Treasurer

Mary Schatzman, Past President

Nancy King Smith

Melissa Vandergriff

Cat White, President

~~Erika Brown~~

Steve Doell, Vice President

Wayne Jennings

Susan Paterson

Bob Horan

Carol Gay

Jennifer Pierce

Tadd Pinkston, Secretary

**Minister:** Rev. Joe Cherry

**7:00 Welcome & Call to Order**

Cat White

**Chalice Lighting & Opening Words**

Jennifer Pierce

Excerpt from - When Not to Build: An Architect's Unconventional Wisdom for the Growing Church by Ray Bowman

**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 Approve: Wayne
- Seconded: Jennifer
- Approved

**CONFLICTS OF INTEREST?**

- An employee of Shane's is the current interim bookkeeper who will be discussed later on in the meeting.

**7:15 Minister's Report**

Rev Joe Cherry

- February Report

- General discussion of Rev. Joe's interfaith work.

## 7:25 Staff & Leadership Council Reports

Submitted in Advance

- [CRD Report](#)
- [LC Report](#)
  - Potential policy of aiding the sick during a larger outbreak - to exist in tandem with the general policy of closing when the school district does or when NOAA recommends
    - Perhaps a question for LC
  - Discussions about the facilities/lock issue
  - Discussion about Forum's audio issue
    - Potential Solutions
      - Zone of no mics
      - Sound deflector
      - Stationary mic
  - Nancy to continue working on defining covenant groups
- [Music Director Report](#)
- [RE Director Report](#)
- [Events Report](#)
  - Membership committee already working on data cleanup and is aware of the issue

## 7:31

## President's Report

Cat White

- [Proposed Code Amendment](#)
  - Code states this board serves a term of 17 months until the 2020 annual meeting
    - That is a period of 16 months - not 17
    - This means that the code need not be amended this year because the transition period (the 17th month) is covered
  - Proposal itself to be wordsmithed
- [Charter format](#)
  - Allows group to give us data about themselves
    - Groups can write their own website blurb
    - How does it fit in the congregation and the UUCC's mission?
  - To review once Nancy progresses in the covenant group definition project
  - Expected duration language to be added
- [UUA Suggested Policies](#)
  - As we're working on our safety policies we need to be mindful of our insurance and what is covers and how we may get the best rate
    - Tom & Bob to tackle

- Board Role Policies & Job Descriptions (this is not as scary as it looks--we're going to divide it up):
  - All folks to present next month.
  - [DRAFT Governance Policy & Job Description: Board of Trustees](#)
    - The collective body
  - [DRAFT Governance Policy & Job Description: Board Members](#)
    - Board members are individuals
  - [DRAFT Governance Policy & Job Description: Board Executive Committee](#)
  - [DRAFT Governance Policy & Job Description: Board President](#)
  - [DRAFT Governance Policy & Job Description: Board Vice President](#)
    - Consider having the VP chair membership
  - [DRAFT Governance Policy & Job Description: Board Secretary](#)
  - [DRAFT Governance Policy & Job Description: Board Treasurer](#)
  - [DRAFT Governance Policy & Job Description: Board Past President](#)
    - No guidance from the UUA on this position
- [Building Use Policy](#)
  - Bob, Carol, Cat to tackle tightening the language
- [Membership Policy](#)
  - Will not kick out anyone who has become a member
    - The thereafter in section two refers to 'after reunification' not after the adoption of the policy itself
  - Discussion of the Boundaries section and general grammatical errors
  - Moved to adopt as edited: Carol
  - Seconded: Wayne
  - Approved
- Bookkeeper (Shane leaves)
  - Finance recommends paying \$24 a hour but without benefits
  - Estimated two months of interim bookkeeping
  - Vote to approve Sue as interim bookkeeper
    - Motion to approve as recommended by Finance committee Nancy
    - Seconded Bob
    - Approved

## 8:22 Treasurer's Report

Shane Millette

- [Dashboard](#)

- Pledges are more likely to come in during the first half of the year and may distort the picture
- Likely to go over budget in buildings & grounds and childcare
  - Expenses such as hot water pump and over larger repairs are likely to put us over budget
  - We need two caretakers to watch the youngsters
- Potential quote of getting skylight removed - B&G already has an estimate
  - Unlikely to happen soon
- [Financial Statements](#)
- Summary of Finance Committee Meeting
- Stewardship update
  - Co-Chairs Dennis Grossman and Louis Sulza
    - Could use more members
  - Two events this year
    - No major givers event
  - Meeting at 12:30 this upcoming Sunday
  - Cost of Membership
    - Not the average pledge but rather what it costs to run the congregation
      - Shows what the pledges cover
  - Shane is searching for folks who may want to be treasurer
    - Proposed changes by Shane to the position forthcoming
      - Would help balance the position and time mgmt.

#### 8:49 Committee & Team Reports

- Strategic Planning Committee
  - [UUCC Strategic Plan - External Community Analysis.pptx](#)
  - [UUCC 2020 Strategic Plan Draft.pptx](#)
    - To be a large, vibrant spiritual community [possible location placeholder] known for our warm welcome and fierce, compassionate service.
      - Long discussion on if we want a location in the statement.
- Leadership Development Committee/Search
  - Rev. Joe leaves meeting
  - [Search Committee Selection Process](#)
    - Do we allow for absentee voting?
      - Historically yes?
        - But what methods would we use?
        - Potential double envelopes a la reunification

**Opening/Closing Words for Next Meeting?**

Name

**Closing Words**

Jennifer Pierce

Quote from Genesis P-Orridge

**9:46 Adjourned**