

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

March, 24 2020

Board Members

Tom McKenna, Past President

Erika Brown [A]

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

Cat White, President

Minister: Rev. Joe Cherry

7:00 Welcome & Call to Order

Cat White

Chalice Lighting & Opening Words

Mary Schatzman

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

- Move to Adopt: Shane Millette
- Move to Seconded: Melissa Vandergriff
- Add to agenda outline a 'Previous Business Section'

CONFLICTS OF INTEREST?

- None

7:05 Strategic Planning Report

Melissa Vandergriff

- [Strategic Plan Draft](#)

- Vision statement
 - Removal of any geographic indicator in the vision statement
 - Final wording in the draft pdf
 - Observation of the word fierce
- 5 goals
 - Visibility
 - Community Building
 - Intersectional Justice
 - Path to Ministry
 - Buildings & Grounds
- Actions steps are already in the planning phase
- Measurables toward meeting the goals are also in place
- Strategic plan is aspirational
 - Details are to be fleshed-out as these aspirations are being realized
- Goals 1,2, 4, 5 - clear to the Board; goal 3 prompted much terminological discussion

7:45 Investment Committee Chair Report

Don Stimpert

- [Investments Committee report to the Board](#)
 - Overview of accounts
 - Equity ratio was 59% at merger
 - We are down toward the lower end of our asset mix currently ~52%
 - Board policy is to keep 50% equity ratio
 - No proposed change in our investment policy at this time
- Discussion on whether investment performance should even be part of our operational budget

7:56 Treasurer's Report

Shane Millette

- [Proposed Amendments to Code](#)
 - Article VIII – COMMITTEES, Section 3 Board Committees
 - As originally written in the Code of Regulations:
 - The committee shall advise the Board regarding financial policies and procedures, and may include members who are not Trustees. The Finance Committee Chair shall be appointed from the Board. The Chair will be the liaison with the Board.

- Seconded by Bob
 - **Adopted** unanimously
- [Draft Financial Record Retention Policy](#)
 - Longer term funds may be better captured by general record retention policies
 - Tadd requests some involvement of the secretary in the procedures implementing this policy
- Moved to adopt by Melissa
- Seconded by Carol
 - **Adopted** unanimously
- [Dashboard](#)
 - New Hire freeze
 - Employee's pay is the same and they are continuing to do their jobs the best they can
 - Per Rev. Joe & Tom: everyone is adapting - all three custodians are continuing to work but hours are cut back. Future assessments of their situation upcoming.
 - Goal is to be humane
 - Shane proposes lessening our UUA payments until the COVID-19 crisis is over
 - Per Nancy - we will be unable to apply for grants until we are caught up
 - Per Tadd - speak with our regional representative and vote remotely by email by next meeting
 - Perhaps have Cat or Steve do outreach
 - Per Mary - discussion of the importance of supporting the UUA and our obligation to do so.
 - Point that we should consider the UUA as part of 'us'
 - Per Carol - mention of supporting UUA in unification documents
 - Per Shane - Depending on how the COVID-19 situation develops we will have to make hard financial decisions, this may be one such choice.
 - Right now we'll continue paying our UUA dues fully and revisit next month
- Stewardship update
- Budget progress
- App/Online giving
 - Rev. Joe and Shane are on this so that we may do a collection during a virtual service
 - Folks put their favorite 'cash' apps in the Board Meeting chat.

- Exs: Venmo, Paypal, Zelle
- [Statement of Position 2/29/20](#)
- [Statement of Activity 7/1/19 - 2/29/20](#)

8:37 Minister's Report

Rev Joe Cherry

- [Report](#)
- Security issues at the lancashire building
 - Building now closed - recovery groups informed
 - Potential electronic keypad to be installed - discussion for another day
 - Warren may check-in at the Lancashire from here on out
 - Approval given for Rev. Joe to have Warren check the building every other day as opposed to the current structure of checking once a month
- Beginning of an In Memoriam fund to Repair the Steinway Piano
 - Underway w/Shane

8:53 President's Report

Cat White

- Role Policies & Job Descriptions
 - [President](#)
 - [Exec Committee](#)
 - [Secretary](#)
 - TABLED UNTIL APRIL MEETING

Tadd Pinkston

8:50 Staff & Leadership Council Reports

Submitted in Advance

- [CRD/Event Report](#)
- [LC Report](#)
- [Music Director Report](#)
- RE Director Report

8:45 Committee & Team Reports

- [LDC Report to Board 3/24/2020](#) Carol Gay
 - Moving along with the Search Committee search as if nothing had changed
 - Roughly 150 surveys collected thus far
- Membership committee: [Path to Membership Graphic.pdf](#) Carol Gay
 -

9:05 Opening/Closing Words for Next Meeting?

Rev. Joe Cherry

9:05 Closing Words

Mary Schatzman

9:00 Adjourned