

Unitarian Universalist Congregation of Cleveland
Board of Trustees Meeting Minutes

May 26, 2020

Board Members

Tom McKenna, Past President

Shane Millette, Treasurer

Mary Schatzman, Past President

Nancy King Smith

Melissa Vandergriff [A]

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

Tadd Pinkston

[Link](#) to words by Fred Rogers aka Mr. Rodgers

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.

CONFLICTS OF INTEREST?

None noted

7:15 CONSENT AGENDA

[Minutes](#)

Tadd Pinkston

- Moved to Adopt - Shane
- Seconded - Wayne
 - Vote - By thumbs up by all

Role Policies & Job Descriptions

Cat White

- [Board of Trustees](#)
 - Discussion of the role of friends
 - All actual persons thus far to UCC

- Make pledges
 - Membership’s task to handle the definition
 - Motion to Adopt - Nancy
 - Seconded by Susan
 - Approved by affirmation
 - [Board Members](#) [**Not job description**]
 - Tabled for June
 - [President](#)
 - Long discussion of future changes to Code due to concerns that we will be losing a seat with there being only one past president - this problem could be exacerbated depending on future e
 - Motion to Amend by Mary ‘Become past president’ is past tense - while the rest of the duties are in the present tense
 - Cat posted the exact language
 - Susan posted in yellow an edit which reads: At the end of their term as President, the President will become Past President and serve as an ex officio member of the Board of Trustees with voting privileges (IV.2)
 - Amendment adopted
 - Motion to Adopt Carol
 - Seconded by Tom
 - Approved unanimously by thumbs up
 - [Treasurer](#)
 - Motion to Amend Carol
 - Amend to Trigger Adoption Subject to Passage of Changes to Governance Documents - by Carol
 - Amendment approved by Affirmation
 - Amend to remove all cross out language by Cat
 - Amendment Approved by Affirmation
 - Motion to Adopt
 - Proposed by Shane
 - Seconded by Carol
 - Adopted by unanimous thumbs up
 - [Secretary](#)
 - Motion to Open Carol
 - Seconded by Nancy
 - Motion to Amend by Steven - Change date of Adoption to 5.26
 - Amendment Adopted by Affirmation
 - Motion to Approve subject to Amendment - Cat
- Note: Vice President Policies Role Policy & Job Description Adopted in the April 2020 Meeting

7:35 Minister’s Report

Rev Joe Cherry

- Minutes to be Updated with Rev. Joe’s Emailed PDF

Staff & Leadership Council Reports

Submitted in Advance

- [LC Report](#)
 - Reminder to send emails to the announcements email if folks want their content to be in the e-blast
 - Carol to head a reopening taskforce
 - LC looking into other groups, such as renters and the census, using the building during the summer
 - B&G and LC via policy can give their blessing to the taskforce
 - Reopening Taskforce given authority to tackle this task
 - What is our Liability if folks get sick in our buildings?
 - Being addressed by our insurance co.
 - Answers to be sent to B&G, the reopening taskforce, and LC
 - Explanation of how Congregation leaders need be prepared step up on RE
 - RE Committee is still the forefront of this effort but as leaders we all to assist if need be
 - Many of the teachers plan on staying involved with the RE program
- [Music Director Report](#)

8:00 Committee & Team Reports

- [Strategic Plan](#) Acceptance Melissa Vandergriff
 - Motion to Approve - Wayne
 - Seconded - Carol
 - Voting by affirmation via thumbs up
- [Facilities Plan](#) Acceptance Tadd Pinkston
 - Voting
 - Motion to Recognize the Recs - Bob
 - Seconded - Shane
 - Approved unanimously via thumbs up
 - No abstains
 - Motion to Adopt the Recs - Susan
 - Seconded - Wayne
 - Needs 1 more than $\frac{2}{3}$ to pass (11 people)
 - Tadd moved for roll call
 - SD - Approve
 - SM - Approve
 - MS - Approve

- WJ - Approve
 - TK - Approve
 - JP - Approve
 - BH - Approve
 - SP - Approve
 - TP - Approve
 - NK - Approve
 - EB - Approve
 - CG - Approve
 - CW - Approve
 - Final plan approved - 13/13
- Overview
 - Cleveland Heights Property
 - Begin effort to Sell
 - Shaker Heights Property
 - Keep the Property
 - Continuation of the Taskforce
 - Oversee the selling of the Cleveland Heights Property and the future of the Shaker Heights Property
 - 3 months to release Board's final plan [moot]
 - Tadd to recruit two additional folk to join the taskforce during those three months
 - One existing Board Member
 - One newcomer
 - Conversation **undone** by the vote for final adoption

8:20

President's Report

Cat White

- Annual Meeting
 - Update on voting procedure
 - Voting by zoom poll - options
 - 1 person yes
 - 1 person no
 - 2 people yes
 - 2 people no
 - Split vote - one yes/no
 - Practice on Wednesday 5.27
 - Quorum is 70

- Executive Session DIRECTLY after the Meeting
- Transitions
 - New Board Members' Orientation
 - Orientation Org. Team
 - Steve
 - Bob
 - Transition Members
 - Tadd to assist Ray
 - Erika to assist Amy
 - Carol to assist Chelsey
 - Election of New Officers
 - Carol & Wayne
 - Additional Member
 - Jennifer leaving at the end of June, the Board must find a new member.
 - Nancy & Rev. Joe
 - Board Planning Retreat
 - Susan and Bob
 - New Board Covenant?
 - Up to the new Board
- [Clean Energy Initiative](#)
 - Motion to become a Community Partner - Nancy
 - Seconded by susan
 - Approved unanimously by thumbs up via zoom
- [Rev. Joe Cherry's Contract Extension](#)
 - Extension moved by Wayne
 - Seconded by Carol
- Proposal: Weekly "Committee of the Whole" discussions

8:56 Treasurer's Report

Shane Millette

- [Dashboard](#)
 - As of May we are close to year-to-date budget
 - Underspending compared to year-to-date budget
 - Personnel
 - late hire of a custodian
 - Replaced a full-time employee with a part-time employee
 - 40k difference from budget
 - 21k budget deficit - budgeted for 80k
 - Projected 60k deficit
 - Expect Rental income to fall from May/June

- 221 2019-20 pledges equaling ~469k
- 185 2020-21 pledges
 - 17 unanswered pledges from this last year
 - 12 deferred pledging
 - 12 new members
 - 19 members not renewing/passed away
- 108% of operating funds available unrestricted funds in the banks
- Got PPE loan
- [April 2020 Financial Statements](#) - Heritage Committee Designated Fund
 - Heritage Committee sold books to raise funds for the committee got \$535
 - Former members of the now defunct committee want to remove the restriction
 - Tadd moved to remove the restriction on these funds
 - Seconded by Bob
- [Modification to Code Change](#)
 - Change requested to be consistent with other sections of the code of regulations.
 - Board president to make the appointment
 - This modification is the one that went out to the congregation before the annual meeting
 - Congregation properly notified as per this language
 - NOT the prior language
 - Voting
 - Motion to Approve - Cat
 - Seconded - Susan
 - No opposition - voted for unanimously
- [Annual Budget Policy](#)
 - Motion to Approve -Tom
 - Seconded - Cat
 - No opposition - voted for unanimously
- [Proposed Financial Control Policy](#)
 - Motion to Approve - Susan
 - Seconded - Erika
 - No opposition - voted for unanimously

- Permission from Board to assemble a 3-year Budget Committee with members from Finance, Strategic Planning, the Board and LC.
 - Motion to Assemble - Wayne
 - Seconded - Carol
 - No opposition - voted for unanimously

Opening/Closing Words for Next Meeting?

Shane

Closing Words

Tadd Pinkston

"We live in a world in which we need to share responsibility. It's easy to say, 'It's not my child, not my community, not my world, not my problem.' Then there are those who see the need and respond. I consider those people my heroes."

Spoken in 1994, quoted in Fred Rodger's [obituary](#) in the Pittsburgh Post-Gazette.

9:23 Adjourned