

Unitarian Universalist Congregation of Cleveland
Board of Trustees Meeting
Agenda
October 27, 2020

UUCC Mission

Community ... within and without
Spirituality ... searching and growing
Justice ... in action

UUCC Vision

To be a large, vibrant spiritual community,
known for our warm welcome and fierce,
compassionate commitment to justice.

Board Members

2021 Cohort	2022 Cohort	2023 Cohort
Erika Brown	Carol Gay, President	Amy Glesius
Steve Doell [A]	Bob Horan	Ray Gonzalez
Wayne Jennings	David Kantor, Treasurer	Christie Manning
Susan Paterson, Vice President	Tadd Pinkston, Secretary	
Cat White, Past President		Rev. Joe Cherry, Minister

7:01 Welcome & Call to Order

Carol Gay

Chalice Lighting & Opening Words

Erika Brown

[Karen Johnston - Do Not Be Alone Right Now](#)

7:05 Covenant

Read by all

1. We are mindful of our duty to our fellow congregants,
2. who have placed their trust in us to act as faithful stewards of the Congregation.
3. Mindful of the trust they have placed in us,
4. we will always strive to make decisions based on the needs of our fellow congregants,
5. our community, and the long-term interests of the Congregation.
6. We must always use this position of trust and responsibility as a unique opportunity to serve our Congregation,
7. and to put its principles of love, tolerance, and social justice into action.
8. Let's presume good faith.
9. Let's give everyone a chance to talk.
10. Let's get it done.

7:05 Consent Agenda

- [September 2020 Proposed Minutes](#) Tadd Pinkston
 - Treasurer's Report last bullet-point - needs clarification per David Kantor
 - We requested a discharge saying that we do not owe anything to the UUAA for their loan to the Society for its purchase of the Lancashire
 - Motion to Adopt with above sentence added
 - Proposed David
 - Seconded Susan
 - Passed Unanimously
- [Leadership Council Charter](#) Cat White
 - David: Request to add that the LC has operational powers
 - Perhaps a parenthetical under bullet point 2
 - Charter accepted with the above clarification
 - **Adopted**
- [Proposed Worship Committee Charter](#) Rev. Joe Cherry
 - Will need to add citations to the Code of Regulations
 - Discussion of who is on the Worship Committee currently
 - Size is somewhat self regulating, roughly 5-8 folks. The committee did not think a size number was necessary. If there are too many folks then members will not have the opportunity to participate and will drop off.
 - Charter accepted with the above clarification
 - **Adopted**

7:15 Conflicts of Interest?

- None

7:17 Followup on September Action Items

- Work on a charter for Worship
 - See above, completed
- Amy to contact Allan to discuss changes to and ongoing YRE

7:20 Minister's Report

Rev Joe Cherry

- [Report](#)

7:21 Staff & Leadership Council Reports Submitted in Advance

- [Leadership Council](#) (Cat White)
 - Includes Staff Review Chart
 - Presentation of who does the review for Michael Kuehm outstanding
 - Ray mentioned as a possible person to conduct this review; Ray would like two people on this - will get someone to help
 - Strain of the pandemic causing the staff to feel mistreated on occasion
 - Staff is writing a collective piece to be published in the newsletter - asking for understanding and patience from the Congregation
 - Status of that piece is unknown at this time
 - Regular staff writers for The Hawk may have already addressed this
 - Concerns expressed that the articles may be the airing of grievances, questions of whether someone will review them beforehand.
 - No one reviews the articles beforehand.
 - Discussion of whether that would be appropriate.
 - Is starting a review process now, with these articles, disrespectful of staff?
 - Communications Task Force to determine whether there is the need for a policy on this
 - First U had such a policy
 - Much longer conversation needed on staff supervision; to discuss executive committee
 - Tabled for discussion to Nov.
 - [Religious Education](#) (Allan Georgia)
 - Is small group ministry under Amy's guidance?
 - SGM is still in his job description
 - No need for us to have expectations for Allan in this regard since Amy is on it.
 - Carol to have a conversation with Allan to clarify this issue.
 - Allan has a separate RE website - Communications Committee notified.
 - [Events Coordinator](#) (Sharon Edmond)
 - Overlap with the Communications Committee with E-blast?
 - Concern with change with announcements - clarified that the comment was a suggestion not a change which is in process.

- Ought the Board be soliciting suggestions - these would be separate from the reports?
 - Rev. Joe to discuss with Sharon and the idea of suggestions with the staff more broadly.
- [Music Director](#) (Mike Carney)
- Office Administrator (Shirley Nelson)
 - Rev. Joe to suggest Shirley write a monthly report - need not be long but the Board is seeking additional information.

8:00 President's Report

Carol Gay

- [President's Report](#)
 - Congregational Zoom thanksgiving!

8:05 Treasurer's Report

David Kantor

- [Dashboard](#)
- [Financial Statements](#)
 - First Quarter looking good per David.
 - ESG risk rating system allows us to gage how environmentally friendly, socially conscious, and generally inline with our values businesses are. This is a more transparent system than the Newsweek rating system that we had been using.
 - We've made changes in our portfolio due to the ESG ratings.
 - Ongoing work with the Solar Panels - lots of questions regarding rebates and other issues.

7:50 Policies

- [Protected Information Policy](#) _____ Susan Paterson
 - Tabled
- [Proposed Leadership Council Policy](#) _____ Cat White
 - Tabled

8:00 Committee & Team Reports

- [Membership Report](#) _____ Susan Paterson
- Facilities Task Force - Lancashire Property _____ Tadd Pinkston
 - [Appraisal](#)

- When the Taskforce gets an offer the Board will be notified via text message and email because the turnaround time will be very short.
- Tadd to write an email detailing the need to know information.
 - Schedule a meeting to discuss with the Board (before our next meeting).
- Ceremony at Lancashire will be a work in progress.
- [Communications Task Force update](#) Bob Horan
 - Designate a staff member as the “website supervisor.”
 - Request Tabled
 - Approved Communications working on this with LC in order to gauge the Staff’s comfort level with tackling these asks
 - Concern about whether our Staff has this capacity.
 - Does the Task Force have a Staff member in mind?
 - No one in mind currently - is a consultant needed?
 - We may not have the staff to do this right now but the Task Force is identifying what we need at this junction, not how to implement it.
 - Consultant (Mark Gaiman) would cost
 - \$150 transfers domain name
 - Quarterly costed \$100
 - \$75 bucks an hour beyond that
 - Request that Communications seek out other consultant prices.
 - Allow the task force to make a weekly email template
 - Approved
 - Discontinue The Hawk in 2020.
 - Approved contingent upon the Communications Task Force communicating with the Congregants who rely on a physical copy of The Hawk.
 - 25 Congregants rely on the physical Hawk.
 - Regardless of whether the status of the website - goal is to redirect the effort from The Hawk to the website.
 - Shirley works on The Hawk for 10 hours a month. Her expertise is not on website design.
 - Discussion of whether the Task Force will continue
 - Yes, yes it will.

9:10 Opening/Closing Words for Next Meeting?

David Kantor

Closing Words

Erika Brown

9:11 Executive Session

David Kantor

- **Five Year Financial Recommendations**
- Motion to Adopt Recommendations pertaining to Minister
 - Approved unanimously

9:50 Adjourn