

**Unitarian Universalist Congregation of Cleveland**  
**Board of Trustees Meeting**  
**Minutes**  
November 24, 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	Bob Horan	Ray Gonzalez
Wayne Jennings	David Kantor, Treasurer	Christie Manning
Susan Paterson, Vice President [A]	Tadd Pinkston, Secretary	
Cat White, Past President		Rev. Joe Cherry, Minister

**7:01 Welcome & Call to Order**

Carol Gay

**Chalice Lighting & Opening Words**

David Kantor

[Come into this circle of community. Come into this sacred space.](#)

[By Andrew Pakula](#)

**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.

**7:04 Consent Agenda**

- [October Minutes to be Approved](#)

Tadd Pinkston

- Mtn to Adopt by Amy
- Seconded by Ray
- [B&G Charter](#)
  - Discussion about B&G's mandate - we own property and need to upkeep this property. Nothing needs to be in the Code of Regulations.
  - Where does B&G report?
    - Ken is on the leadership council - report to them?
    - Should we place who they report to under the alignment section?
      - Board is in agreement that they ought to report to Leadership Council
  - Do we want a minimum number of persons on the committee mandated in the charter?
    - Carol and Wayne think this a very good idea
  - Look into adding how people get adding on and taken off - many terms or another way to cycle through folks
  - To review with revisions next month - Ray to explain our questions to the committee
- [Investment Committee Charter](#)
  - Reporting line is under mandates - should we have B&G also place it in the mandate? No, investment's reporting duties are in the regulations code.
  - Do we want a minimum number of folks on this too? Terms?
  - Discussion of historical lack of diversity in the group.
    - Rotating membership could help with this
      - UUA has longer terms for their financial committee (4 years) as opposed to the typical length (3 years)
      - Code of Reg already explains minimum number of members
- **TO DO:** Tadd Pinkston to draft a Board policy setting committee term limits
- Follow-up from October
  - Carol talk to Allan re Small Group Ministries
    - Conversation occurred and the confusion on who controls small groups went well
  - Bob spoke with Allan about the RE website
    - RE materials will be moved to new website once it is up and running
    - Allan to be made a content manager on the website

## 7:37 Conflicts of Interest?

- None noted

## 7:38 Minister's Report

Rev Joe Cherry

- [Report](#)
  - Taught six classes for Adult RE.

## 7:20 Staff & Leadership Council Reports Submitted in Advance

- [Leadership Council](#) (Cat White)
  - Budget line items discussed with staff and operations are running more smoothly.
  - Concerns expressed by Rev. Joe that Dec. will and go rapidly and then should there be a Jan issue of the Hawk.
    - Per Bob we should publish the Hawk until we have non-digital alternatives for folk who don't have access. There will be a January issue of the Hawk.
      - Work on that is ongoing via the Communications Taskforce on the alternative. Bob to present to the Board when completed.
- [Religious Education \(Allan Georgia\)](#)
- [Events Coordinator \(Sharon Edmond\)](#)
- [Music Director \(Mike Carney\)](#)

## 7:30 Policies

- [Protected Information Policy](#) Susan Paterson
  - Remove the term information committee and adopt
    - Moved by Tadd
    - Seconded by Bob
      - Approved unanimously
- [Leadership Council Policy](#) Cat White
  - Move to adopt Bob
  - Seconded by Steve
    - Approved unanimously
- [Asset Protection Policy - DRAFT](#) David Kantor
  - Move to adopt by David
  - Seconded by Bob
    - Approved unanimously
- [Investments Committee](#) David Kantor
  - Move to adopt by David

- Seconded by Bob
  - Approved unanimously

## 8:00 President's Report

Carol Gay

- President's Report
  - Get 12 members of the Board blurbs for the Service done by the next Board meeting
  - Holiday Party via Zoom! Either the 19th or 20th
    - Carol seeking input - 19th preferred by Board
- [Request to Endorse Bail Reform Issue](#)
  - Endorsement group approved last year never got off the ground.
  - We don't have language yet
    - Board members should prepare to review this issue by email.
  - Currently unclear what exactly we're being asked to endorse.
- [Strategic Plan](#)
  - Board requests a Marketing report for the Dec. meeting
  - Strategic Goal 3 - Not being reported back to the Board
    - Our Congregation is doing justice work, we don't just have updates from those doing the work;
- [Stewardship/Membership Review](#)
  - Discussion of ongoing program to stay in touch with folk who have responded to correspondence
  - Ongoing effort to obtain pledges
  - Discussion of starting a process to be used when members move away

## 8:27 Treasurer's Report

David Kantor

- [Dashboard](#)
  - We are going to take a hit our budget item on rentals this year (not as much as one may suspect given the pandemic)
    - Unsurprisingly given the pandemic
    - Will know how far off we are by next month
  - Otherwise overall position is comforting all things considered
- [Financial Statements](#)
  - Motion to move 3 inactive designated funds into general fund
    - 2755 - Margaret Johnson Fund
    - 2764 - Memorial Fund
    - 2776 - Chalice Fund
      - Motion by David

Reference: [Board Reference Document](#)

- Seconded by Ray
      - Passed unanimously
  - [Solar Panels](#)
    - We're paying Solar Action roughly what we should be paying them
    - If we're going to continue our relationship we ought to clarify this process
    - Never billed Solar Action for our rebates
      - 32,000 - 35,000 owed to us
    - Will the Congregation be better served to simply buy the panels outright?
    - Motion to appoint 3 person (David Kantor, Shane Millette, Don Stimpert) negotiating team with Solar Action
      - Moved by David
      - Seconded Tadd
        - Unanimously approved

**8:50 Opening/Closing Words for Next Meeting?**

**Tadd Pinkston**

**Closing Words**

**David Kantor**

**8:53 Executive Session**

**9:00 Adjourn**

### **Upcoming**

- Search Committee Update Sun 12/6 @ 12:30
- Beyond Categorical Thinking Sat. 12/12
- December Board Meeting - 12/15 @ 7 PM (3rd Tuesday)
- Holiday Gathering around the old computer screen - 12/19th

### **To Do**

- Tadd Pinkston to write a Committee term length policy

Reference: [Board Reference Document](#)