

Unitarian Universalist Congregation of Cleveland
Board of Trustees Meeting
Minutes
 December 15, 2020

<p style="text-align: center; font-weight: bold; font-size: 1.2em;">UUCC Mission</p> <p style="text-align: center; font-weight: bold; color: #008000;">Community ... within and without</p> <p style="text-align: center; font-weight: bold; color: #000080;">Spirituality ... searching and growing</p> <p style="text-align: center; font-weight: bold; color: #800000;">Justice ... in action</p>	<p style="text-align: center; font-weight: bold; font-size: 1.2em;">UUCC Vision</p> <p style="text-align: center;">To be a large, vibrant spiritual community, known for our warm welcome and fierce, compassionate commitment to justice.</p>
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Motions

- **Approved** Minutes from Nov. subject to edits.
- B&G Charter **adopted** by consent
- **Approved** \$600 for Retooling for New Realities UUA Program

Board Members

2021 Cohort	2022 Cohort	2023 Cohort
Erika Brown - Present 7:33 PM on	Carol Gay, President	Amy Glesius [A]
Steve Doell	Bob Horan	Ray Gonzalez
Wayne Jennings [A]	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](#)

Tadd

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.**

7:03 Consent Agenda

Tadd Pinkston

- [November 2020 Proposed Minutes](#)
- Motions in Bold from here on out
 - **Motion to Adopt Minutes as Edited**
 - **First Ray**
 - **Seconded by Carol**
 - All in favor - no nays - no
- Follow-ups from November
 - Tadd Pinkston to draft a Board policy setting committee term limits
 - **Action Item** for January
- [B&G Charter](#)
 - **Adopted via consent without objection**

Conflicts of Interest?

7:10 Minister's Report

Rev Joe Cherry

- [Report](#)

7:15 Staff & Leadership Council Reports Submitted in Advance

- [Leadership Council](#) (Cat White)
 - We're hoping that our holiday announcements reach everyone by email, facebook, and the website.
 - Cannot utilize a phone messaging system in the way we wanted to.
 - Cat has begun work on a UUCS Operations Manual
 - Close the build to everyone expect Meals on Wheels from 12.24.20 until 01.03.21
 - Discussion of terminology regarding staff's flex time
 - Christmas Eve Service and State COVID-19 Restrictions
 - Per Rev. Joe
 - Folks will come to the parking lot and stay by their cars and sing together (with masks on)
 - We hope this will allow for folks to maintain social distance
 - David expressed reservations about this event occurring

- Event approved by LC
 - Discussion of how the congregation held a candlelight vigil in the summer and recently began the coffee hour
 - Strong emphasis that these reservations and concerns are valid
 - Rev. Joe stressed that the Worship team is not wedded to this idea and is striving for this to be a safe event
- [Religious Education](#) (Allan Georgia)
 - Discussion about Shane's continued role in Unity in Community, may need further clarification
- [Events Coordinator](#) (Sharon Edmond)
- [Music Director](#) (Mike Carney)
 - Links in the report to risks associated with our X-mas eve event

7:44 President's Report

Carol Gay

- [President's Report](#)
 - Continuing effort to diversify B&G leadership
 - Carol put on an ask for Members to host a zoom session for folks who may be spending the holiday alone
 - Call to take a look at policies - see report
- [Retooling for New Realities](#)
 - Board is interested in the project
 - Confusion about the price tag ~600
 - **David motioned to allow the use of up to \$600 from leadership development**
 - Seconded by Ray
 - **Approved** unanimously, no nays, or abstentions

7:50 Treasurer's Report

David Kantor

- [Treasurer's Report](#)
 - The difference between or budget and our actual rentals may double by the end of the year. Yet our lower day-to-day expenses helps balance this out. The situation is not causing our financial arm to panic.
 - No adjustments needed
- [Dashboard](#)
- [Financial Statements](#)
- 5-Year Recommendations (reference [5-Year Financial Plan Report](#))

- Focused on the headlines in previous meetings and got approval for the overall plan
- Four items:
 - Line 3107 Killam Scholarship Income Fund moving into undesignated funds
 - Leave \$25,000 in the fund
 - This line item is not the fund for hiring Killam fellows but rather is the income from that fund that has been generated
 - Line 3175 Milliard K Bikel Fund changing its unknown restriction to designating it for social justice
 - Line 3388 Wotan Endowment \$255 fund restricted for undefined purposes moving into line 3304
 - Funds from Lancashire Building, create a Board Designated Fund from these monies. Eye toward long term B&G usage regardless of where the congregation is located.
 - Some amount to be set aside from the fund to fund needed repairs.
- **Motion to Adopt these 4 items as a whole by David**
- **Seconded by Ray**
 - **Approved unanimously, no nays, no absentions**

8:20 Committee & Team Reports

- Facilities Task Force - Lancashire Property Tadd Pinkston
 - New Offer and letter of Intent - no further details until our realtors redline the new buyer's proposal

8:23 Strategic Plan

- [Strategic Plan Goal & Goals](#)
- 8:25 [Marketing](#) David Kantor / John Bacon
 - Overview of the two initial ad campaigns
 - Google trends using terms like UU or UU Cleveland
 - Folks would have seen our links anyway
 - Google trends using terms like spirituality or meditation
 - More calls than the ad campaigns using UU-centric terminology

- Question to the Board: (will need to be answered at some point but not today)
 - How much are our Adult Religious Offerings a perk of membership or open to draw folks in?
- John to focus on the offerings we've provided already for ARE for future ad campaigns w/a focus on spirituality
- 8:45 Communications Task Force update Bob Horan (Steve as backup)
 - [Website/E-Communications Mgmt](#)
 - Editing and Sharing
 - Will be procedures for both
 - Section edits would have a lot of work to do but is a great opportunity to serve
 - Not yet an estimate on how many hours a week this would take
 - Hope is that the beginning would be more time intensive but that things would become easier as the process matures
 - [Prototype Weekly Update](#)
 - Trying to streamline the content and how the Congregation communicates with itself
- 9:05 Justice Amy Glesius / Christie Manning
 - Tabled

8:25 Opening/Closing Words for Next Meeting?

Steve Doell

[Closing Words](#)

Tadd Pinkston

8:30 Adjourn