

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

**April 27, 2021**

**-- [Board Meeting Zoom Link](#) --**

**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.

**Votes**

1. March Minutes adopted
2. Amendment to Feb. minutes adopted
3. Carol authorized to sign purchase agreement of Lancashire Building

**To-do's**

1. Tadd to assist Cat in locating a COVID-19 policy
2. HR Committee to Meet and Update Board
3. Carol to Email Rev. Joe about how the Board still would like him to provide Minister Reports

**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
Vacant	Tadd Pinkston, Secretary	
Cat White, Past President		Rev. Joe Cherry, Minister

**7:00 Welcome & Call to Order**

Carol Gay

**[Chalice Lighting & Opening Words](#)**

Erika Brown

**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

- [Prior Month Meeting Minutes](#) Tadd Pinkston
  - Ray erroneously referred to as Wayne. Corrected
  - Moved to adopt Bob
  - Seconded by Cat
    - Passed unanimously
- [February Minutes Correction](#)
  - Moved to adopt Ray
  - Seconded by Bob
- Follow-ups from Prior Meeting
  - Follow-up about Alice's Memorial Tree /Ray Gonzalez
    - Alice wanted to plant the tree in September. There is a tree available in May and Tom McKenna is making progress working through the logistics although nothing is firmly established
  - Carol Gay organize Sunday morning meeting to discuss use of the buildings space and how multiple groups could affect attendance

#### 7:10 Conflicts of Interest?

#### 7:12 Executive Session - Lancashire Property

Tadd / Ray

#### 7:25 Executive Session Ended

- David Kantor moved to Authorize Carol to Sign Purchase Agreement
- Amy Glesius seconded the motion
  - Passed unanimously

#### 7:25 Staff & Leadership Council Reports

Submitted in Advance

- [Leadership Council](#) (Cat White)
  - Guardian Tech coming this Friday to address the alarm system
    - Ken Kuhem will be onsite when Guardian Tech arrives
  - Kitchen Fire Suppression maintenance scheduled for the week of May 10th

Reference: [Board Reference Document](#)

- Discussion of policy wherein The Board previously voted to not allow one time events. Cat is having trouble finding this document.
  - **TO DO: Tadd to assist Cat in finding policy**
- Fresh Fork Market edited to indicate that the event occurs Fridays.
- Discussion of how staff is allocating vacation time
  - **TO DO: HR Committee to meet and discuss**
- [Religious Education](#) (Allan Georgia)
  - [Summer Services Flier](#)
- [Music Director](#) (Mike Carney)
  - Discussion of planning frustrations without knowing more of search.
- **TO DO** - Carol to Email Rev. Joe about how the Board still would like him to provide Minister Reports (ccg - done 4/27 @ 9:42 pm)

7:42

## President's Report

Carol Gay

- [President's Report](#)
  - Someone is going to need to spearhead the effort to sell the gas and oil rights we have.
  - The Board feels that having these resources that may be used for fracking will be very painful for our congregation.
  - Ray suggested using the monies coming from these resources to be dedicated to the Ministry for Earth.
    - Carol suggested using it in the Justice Fund instead.
    - Currently \$7,000.
  - Amy moved to give authority to a committee to investigate the value of these assets and determine whether we should divest ourselves of it.

7:53 Tadd left due to family emergency Cat to take minutes -

- Wayne proposed directing money to MFE and they should be involved in the decision to divest
  - Discussion about designating funds to UUMFE projects
  - Discussion of Justice vs UUMFE designation
  - Wayne: Funds from fracking to go to anti-fracking
  -
- David: Finance Committee should be tasked with divestiture. Finance could look into value. Need to investigate before making a decision
- Amy: Fracking is not consistent with our values.

- Carol: Should we have a statement about fracking and assigning Finance to decide what to do: Because fracking is not consistent with our values, we are asking the Finance Committee to investigate and recommend ways to responsibly divest.
- Annual Meeting: May 23
  - AM materials due May 2
  - Carol reviewed upcoming dates
  - Budget Review mtg May 2

## 7:40 Committee Reports

- [Racial Justice Leadership Team](#) Endorsement Request Christie Manning
  - Christie discussed recommendations from RJLT
  - RJLT asks for Board endorsement of recommendations
  - Suggestions are aimed at Community part of UCC
  - Carol spoke in support of the idea: expanding the conversation for more of the congregation
  - RJLT is offering to help small groups make it work
  - Amy: suggestion that small groups report back
  - Ray: clarification that each small group be given memo and timeframe and assignment to report back
  - **Motion: Christie MAnning (Motion that the Bd endorses the memo)**
  - **Second: Bob and Erika**

7:50

## Treasurer's Report

David Kantor

- [Treasurer's Report](#)
  - Pledge revenue ahead of budget, rental income less than budget, expenses above budget
  - Financial performance for current fiscal year is now well ahead of budget
  - Stewardship successful
  - Conservative budget
  - Solar panels issue have gone dark again
  - Lancashire real estate tax bill being handled (triggered automatically by merger)
- [Dashboard](#)
- [Financial Statements](#)
- Stewardship Update

8:00 Budget Review

David Kantor

- [Budget](#)

Reference: [Board Reference Document](#)

- [Budget notes](#)
  - Proposed Operating Budget shows a loss of roughly \$15k
  - Budget assumes we are back to “normal” operations this Fall
  - Balance Supports Strategic Plan and Five Year Financial Plan
  - Revenue – Budgeted consistent with this year
  - Expenses – Budgeted at \$648k, vs budget of \$635k for this year and projected actual of \$552k
  - Capital Projects: Total of \$51k; recommend request plan for major projects prior to start of fiscal year
- See David’s budget notes doc for details
- Discussion about the importance of PPP money
- We have another year before difficult conversations
- Questions:
  - Amy Glesius: Did salary offer for search impact our choice of candidates? Could it be increased? DK: Yes, we could
- David: different budget process, with individuals responsible for chunks that went back to the committee
- David: Motion to Approve, Ray moved, Wayne seconded

#### 8:40 Ministerial Future

- Carol Update:
  - Can interview as many as they want but can only pre-candidate one
  - Spoke with Keith about alternatives (discussed 4 types of minister)
  - What if we don’t hire a minister: staff probably doesn’t have capacity
  - Post-covid all congregations developmental
  - Renee recommends Developmental
- Contingencies Discussion (may not want this in minutes)
  - Need to plan
  - Look at Contract Ministers and talk to Allan
  - Cover our bases

Discussion 4/29 @ 7 to discuss contingencies

- [Keith Kron Input](#)
- Renee Ruchotske Input
- [https://www.uua.org/files/pdf/t/transitional\\_ministry\\_handbook.pdf](https://www.uua.org/files/pdf/t/transitional_ministry_handbook.pdf)

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#### 8:55 Opening/Closing Words for Next Meeting?

-Assign-

Closing Words

Erika Brown

#### 9:34 Adjourn

Reference: [Board Reference Document](#)