

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

January 28, 2025

Zoom Link

<p style="text-align: center;">UUCC Mission</p> <p style="text-align: center;"><b>Community</b> ... within and without <b>Spirituality</b> ... searching and growing <b>Justice</b> ... in action</p>	<p style="text-align: center;">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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**Board Members**

2025 Cohort	2026 Cohort	2026 Cohort
Dawn Arrington (4) Absent	Jess Levy (7)	Alicia Burkle, Secretary (1, fill)
Barbie Jones, Co-Chair (5)	Valerie McFadden (8)	Justin Hunsaker, Treasurer (2)
Mark Weber (6)	Molly Watkins, Co-Chair (9)	Chuck Segall (intro)
Rev. Randy Partain, Minister (3)		

**7:00 p.m. Welcome & Call to Order @ 7:03pm**

Barbie

**Chalice Lighting & Opening Words (5 min)**

Jess

**Covenant** (Read the line number assigned to your name above. "Fill" person reads for all not present)

(intro) We will show up with integrity and clarity, prepared to do our work, based on the needs of the Congregation and the larger community, in accordance with the mission and vision of UUCC.

1. We will cultivate trust with one another and the Congregation by being open, accessible, and responsive in our service.
2. We will create opportunities for congregational feedback.

3. We will communicate respectfully and listen deeply with openness and respect to one another and the congregation.
4. We will accept conflict as inevitable and embrace it as an opportunity to grow.
5. We will leave space for laughter.
6. We will offer and receive accountability with respect and grace.
7. We will explore creative possibilities.
8. We will embrace this service as an opportunity for spiritual and personal growth and provide support to one another.
9. We will speak with one voice when decisions are made.

### **Consent Agenda (5 minutes)**

**VOTE**

Alicia

No edits to November meeting minutes. Accepted unanimously as written and submitted to webmaster without links.

### **Conflicts of Interest?**

Barbie

No conflicts of interest to report.

### **Future Facilities (45 minutes)**

Anthony Hiti

- **Discuss**

Brian Grambort and Anthony Hiti from HD+S (Hiti, DiFrancesco and Siebold) introduced the Future Facilities process to the BOT. No major updates to share with the board at this time; the congregation and the community have been incredible stewards of the current physical church building. Anthony will be meeting with Rev. Randy on Wednesday 1/29/25 and with the staff on Thursday 1/30/25. Board members shared some of their favorite things about the current church building, one thing that could be changed about the bricks and mortar and grounds, and shared one thing about the congregation. Firm will be attending the service on February 9th to observe a service and to host the 2nd Sunday brunch.

### **Announcements (5 minutes)**

Barbie

- HD+S 2nd Sunday Potluck: February 9th
- Opening and Closing Words Sign up
- 4th Sunday Coffee Hour Sign up
- Calendar
- Annual Meeting: June 8th

### Minister's Report (10 minutes)

Rev. Randy

- Minister's Report (December)
- Minister's Report (January)

Questions posed to board from Rev. Randy to consider: As a congregational leader, how can you proactively cultivate trust? How can you gently invite more intentional listening with curiosity and wonder? How can you invite people to speak for themselves and not for an invisible army? How do you create safe and brave space for healthy conflict, creativity, and fun by your presence in various spaces of our congregation? Rev. Randy is exploring options for a four-month sabbatical *next* church year, early 2026.

### Board Chair's Report (10 minutes)

Barbie

- February meeting - meeting will be in-person on February 25th. Financial Stability Taskforce would like to attend this meeting, so the decision was made to hold the meeting at UUCU with no virtual option.
- Bylaws updates for annual meeting - Bylaws/Code of Regulations regarding Past-President and Co-Chair roles. Need to scrub reference to Past-President; will need to edit any duties/responsibilities that need to be reallocated to the Co-Chair rolling off each year.
- Committee liaisons - reminder to all BOT members to check-in with the Chairs for the Committees, attend meetings as requested, and update BOT with any needs of each committee.

### Treasurer's Report (10 minutes)

Justin

- Treasurer's Report  
Six month update: Pledge income on track. Operating expenses below budgeted currently. Unencumbered Equity up slightly due to favorable market. Water and sewer has been running high, B&G aware of issue and finances approved to fix issues in coming months. Discretionary fund appears to be coming in under budget. Preliminary budget planned to present to Finance Committee and BOT in March. The Finance Committee does not recommend

applying for 501(c)(3) status as this would incur additional tax filing at a significant expense to UUC.

- [Dashboard](#)
- Financial Statements
  - Statement of Activity
  - Statement of Financial Position

### Major Topics (10 minutes)

Barbie

- **VOTE** Emergency spigot/sprinkler replacement (LATE ADD)

West side of the building, a spigot had a freeze related failure. Initial issue was resolved and B&G discussed. After B&G meeting, a second incident occurred in which there was a leak and a passing neighbor reported it. A plumber was dispatched to stop the water flow. We do not know how long the water was running, so the water/sewer bills will be impacted. Victor received a quote to repair three spigot gate valves. B&G initial project was reviewed to replace three faulty spigots in the spring after the initial incident. After the second incident, Victor is recommending immediate action to install a proper shut-off valve to address the leaking spigot, then bring them back in the spring to replace the external spigots. Financial impact \$4,993 with possible additional 10% to break into two phases. Proposal is to approve the expense as proposed by Victor.

Motion to approve \$4,993 with possible additional 10%, recommending Victor and B&G review and determine process and timeline of work. Motion seconded. **Vote passed unanimously.**

### Task Force Updates (5 minutes)

- **Update** Communication

Valerie

No updates currently.

- **Update** Finance

Justin/Barbie

Covered in previous conversation.

- **Update** Facilities

Molly

Covered in previous conversation.

## Committee Liaison Updates (5 minutes)

Barbie

LDC - Jess will email BOT with update.

B&G - Molly reported that B&G is creating processes for reviewing and approving project requests.

Stewardship Campaign kicks off in early March.

## Points to Report Out for the newsletter (5 minutes)

February BOT meeting in-person, no virtual options. Encouraging congregants to attend the February 9th service and post-service potluck to engage in conversation with HD+S for Future Facilities assessment.

## How do I feel today? (5)

Around the Table

## Closing Words

Jess

- Opening and Closing Words for 2024-2025
- February Words: Molly

## Executive Session

Barbie

Adjourn @ 9:11pm

Next Scheduled Board Meeting: **Tuesday, Feb. 25 IN PERSON**

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Reference Links:

Reference: Board Reference Document

Board Technology

\*Sociocracy for All Basic Resources\*

Agenda Flags:

- **VOTE**
- **Action**

- Discuss
- Update