

## *UUCGT Board of Trustees Minutes*

*01/16/17*

Linda Fletcher, President, convened the meeting at 5:39 PM. As is our custom, our chalice was lit and our bell tolled followed by the joint reading of our covenant.

Present were Board members, Linda Fletcher, Phyllis Jessup, Gretchen Kronk, Karl Love, Don Pyne and Kay Sturgeon. Rabbi Chava Bahle and Donna Stein-Harris were absent.

Congregational members present: Barb Bloomer, Hal Gurion, David Halstead, Karl Keinitz, Mike McDonald, Sandra McDonald, Richard Miller, Judy Myers, Mary Van Valin, Rick Walters, Price Watts and Kay Wentzel.

President Linda Fletcher invited public comments. Rick Walters spoke of the successes of the Program Council. Hal Gurion addressed successes and shortcomings of the Christmas Eve program. Mary VanValin spoke of the work of the Healthy Reconciliation Task Force and her desire to have all truths public and the healing that can come from disclosure.

Linda Fletcher as chair of the HRTF rose and asked to be considered as a congregant while she addressed issues of the group since when she assumed that leadership role she was not a board member. Linda seated herself near the guests away from the board and responded with a prepared statement.

Much discussion ensued. The report of the HRTF appeared on the agenda and was addressed later.

Karl Love elected to forgo the usual policy reading because of the extended comment time.

Kay Sturgeon moved to accept and Don Pyne seconded the approval the consent agenda. The consent agenda was approved.

Linda Fletcher gave a short presentation on the restructured Social Witness committee. The group had their second meeting yesterday. The meeting, led by chair Paula Jo Kemler was very well attended.

Phyllis Jessup gave a brief update on what lies ahead for the implementation of the newly approved Organization Structure. Phyllis emphasized that the implementation would be a long process to be achieved incrementally.

Karl moved that the Safe Congregation Task Force policy be amended from three voting members to three to seven members. The team has asked to add an additional person with the planned absence of one of its members in the near future. Karl reasoned that by having a range rather than a specified number that the team could expand or contract as needed by the Board without resorting to further policy updates. Kay Sturgeon seconded the motion and the motion was passed.

Linda Fletcher introduced a discussion into how to best manage our external communication policy. After discussion the consensus was that the Board should appoint an officer for the purpose of practically managing the policy as well as teaching and creating awareness of the policies importance.

Linda reported on the hacking of our computer system. Thanks to Marco Cabrera we have fixed most issues. The question asked was how do we access our safeguards, procedures and systems. Phyllis volunteered to be a project officer in the matter and would investigate and report her findings.

Linda asked how we should best support the Christmas Eve program at the State Theatre. The Board agreed that the program was extremely valuable to our congregation but that support was uneven. Earlier it was mentioned in public comments that not enough trustees attended. Karl pointed out that because it was a holiday many people had different ways of celebrating and indeed various family obligations. Karl suggested that since it was a ministry program it would best be served by being coordinated by the Sunday Services Committee through the Program Council starting in midsummer.

The John J. Ort Spirit of Welcome award was discussed. The Board thoroughly supported this manner of remembering an amazing member of our community.

Linda introduced the report from the Healthy Reconciliation Task Force Report. The report was read to the Board (and is included at the end of the minutes). Much discussion followed. Don Pyne asked about the original direction given to the Task Force by the Board. Karl read the original motion founding the committee (April 19, 2016). The motion made by Karl and seconded by John Hoffman created the group and included two board members on the team with others to be added at the teams discretion. The team was directed to be visible to the congregation in its work and to report back to the Board as frequently as needed.

Karl then read the motion (June 20, 2016) that further defined the team. The motion, made by Richard Miller and seconded by John Hoffman, allowed the tem to move forward with the proposed action plan for soliciting confidential responses from members and friends.

The question arose: what has been done to resolve the destructive issues of the summer of 2015? Karl asked to respond and listed the following:

- In the summer of 2015 the Staff Resources (previously Personnel) Committee had only one member and unable to function fully. By the winter of 2015 the committee was staffed fully and remains so.
- A written personnel policy had been worked on by that time but was incomplete and not in place. The Staff Resources Policy Manual was completed and adopted in the spring of 2016.
- No written policy existed to support the resolution of conflict within our staff. In the spring of 2016, the Employee Dispute Resolution process was adopted and included in the Staff Resources manual. The process provides a methodology to allow any staff member to address dispute with another in a professional manner.
- In January of 2016 the Board of Trustees created a policy known as a Declaration of Transparency. The last two boards have committed themselves to conducting business openly. The exception is in the processing of Confidential Staff matters.

- In January 2016 the president began holding open office hours to be available to all congregants.
- The Board of Trustees and specifically the President have increased written and spoken communication with the congregation.
- The Board of Trustees has delegated liaisons with most committees to increase communication.
- A Healthy Reconciliation Task Force developed a listening project, which was available to all congregants. The process was widely taken advantage of.

Phyllis moved to accept the report. The motion was seconded by Gretchen and accepted. Gretchen then asked if all value was retained in the completion of the work. Linda answered that no distinction was made to relative value of what was reported. Don stated that he found the report to be bland. Karl said that of the many interviews that were given, virtually none had direct experience with the core events. It is valuable and even critical to have everyone heard but that the content would be a study in rumor, gossip and innuendo.

After discussing the importance of getting this information to the congregation, it was agreed that Linda would write an article to be published and Karl would provide background history on changes implemented.

Karl expressed gratitude for Joan Sheard, Linda Fletcher and Jane Watts for the weary work of listening in depth to so much pain, confusion and sorrow.

At 7:20 the board went into executive session.

Linda adjourned the meeting at 7:31 PM.

Respectfully submitted,

*Karl D. Love, Secretary*