

## UUCGT Board of Trustees Minutes

**Monday, September 17 – 6:00 pm**

The meeting was called to order by President Mike McDonald at 6:00 pm in the church building classroom. In addition to Mike, present were board members Tom Darnton, Laura Matchett, Linda Fletcher, Jane Fochtman, and Barb Termaat. Also present were Amanda Mangiardi, Jolynn Paige, Hal Gurian, Rick Walter, Karl Keineth, and Sandra McDonald. Laura read the opening words and the board recited the board covenant. Tom? agreed to provide the opening reading for the Tuesday, October 16 meeting.

1. Approval of Agenda: The proposed agenda was revised and then adopted.

First Public Comment--no comments

2. Consent Agenda approved--passed

- Minutes of Joint Board Meeting – August 21, 2018
- Financial Reports as of August 31, 2018
- Average Weekly Attendance Report August
- DRE report to the Board

3. To Do List: Laura Matchett shared the To Do List.

No changes except the following:

Motion to appoint Sarah Montgomery-Richards to the Safe Congregation committee--passed.

Christmas eve service is scheduled for the State Theatre. Regarding concerns about quality of light and sound, UUCGT team will meet with the appropriate State Theatre crew at the State to hopefully reach resolution.

4. Fundraising Proposal from Hal Gurian. Make Superbowl raffle into a fun + fundraising event at church.

- Need support for Hal marketing the event
- discussion: does it fit within our mission as a religious community?
  - it is more Bingo-like than gambling, community-building if make it a party
  - Souper Sunday for the community
  - history of our and other congregations just having FUN.
- Motion for approval of this fundraising event and \$250 to get license for the Feb 3 event--passed

5. Policy and Procedure Manual Review – Tom Darnton.

Policy Committee on board with doing the revision of the manual without changing any policies. The completed project will be on the November Board Meeting agenda.

6. Contract addendum for Accountant for Software conversion and costs for Software Conversion

Logos financial software will no longer be supported after Dec 31, 2018. Found new application to manage software and convert old files to new platform after reviewing several options. Verified their credentials and spoke with other customers. Other UU congregations using this software. Already approved by Finance Committee.

Annual charges will be \$50 less than current. One-time set-up fees total \$1,249.

Motion to approve use of new church management software and conversion charges, and for Mike to sign the contract.-- approved.

Motion to add addendum to accountant's contract to add additional hours at an hourly rate of \$20/hour up to maximum of 75 hours.--approved.

7. Discuss scheduling of Vision/Objective setting session.

Email from Donna Stein-Harris voices concerned about doing the session without Chava. Chava feels we should go ahead and not wait for her. Consultant also agrees we can get a lot out of the session even without Chava being there.

Feel need to revisit the objectives of the session. Mike: We need to understand what this congregation wants to be in the future and set 2-3 actionable objectives that will help us reach the vision in the next year.

Linda: like to have time for us to get together internally prior to the Vision/Objective setting session. Seems we have plenty to do without adding this process. Barb: lots of change is a time to rethink how we come together. Laura: like the idea of someone from the outside to challenge us to not just do the same old stuff. Tom agrees outside facilitator is a positive format. We need to rethink the role of the spiritual leader to be reasonable in scope and focus, but we shouldn't go a year without spiritual leadership. Congregations settle into a size that their management structure can handle--if exceed can collapse back down. The challenge is how to set this up to achieve the desired result. Mike: have time in our next Board Meeting and the evening prior just us with the consultant. Consultant will speak with Chava prior and Chava may join the Friday

evening with consultant. Linda: pivotal to define what we ask of Chava. Mike: congregation sets the vision, and the spiritual leader leads how to achieve that vision.

We will take no action to change the current plan given no motion to change.

#### 8. Discuss plan for Religious Education

Barb: again an opportunity to step back and rethink how we approach this role. Linda: We have given the nursery and FNO support the ability to sign their own time card and order pizza. We need to revitalize the committee; John Hoffman has been pivotal in the past, but not currently available. Laura: curriculum and quality director are different aspects of the issue. We have quality UU curriculum. An interim RE director gives the chance to evaluate them prior to hiring. Should we make it part of our visioning? Laura: have a candidate interested in volunteering and being interim! whatever we do, we need a confident leader. Amanda: we are set with volunteers through end of Sept. Mike: like idea of a Task Force that includes at least 2-3 parents to make a recommendation by November timeframe. Kat Norman, Maja LaForest and Jolynn Paige are interested in being on such a Task Force. I like the idea of enabling kids to be in the service with a childcare option if preferred. Jolynn: it is hard to get kids out the door on Sunday, and then they have to mind them during the service--they will not come back. Every Sunday we have new families, and there is nothing or every other week, it is hard to recover from negative impression word gets out and it's a small town. Laura: need to be greeted without choices, just guide them to what the program is today. We need to take a year to put together a new program. Jolynn: Sunday services need to be mindful of which Sundays the kids are staying and make it friendly for them.

2 Things:

- a. Need Task Force and someone to get them started. Laura will take lead, but asks we also have a short-term RE point person.
- b. Tom: I like this interim role concept while we think of long-term. Jessica can be the leader on time cards and other logistics for RE team. Staff Resources takes on filling the interim spot. Volunteer/interested party can go to Hal or Amanda to volunteer to be RE greeter this Sunday and express interest to Staff Resources committee.

Staff resources meets on Oct 10. Ideally Task Force can give an update to Staff Resources and the Board in October.

#### 9. Discuss Rabbi Chava's leave and actions to provide congregational support until her return

Mike spoke with the UUA. There is the option of a Temporary minister, ex. a retired minister for 3-4 months, but funds are not available until we get insurance covered or 6 months period passes. If Rabbi Chava's leave goes beyond December 10 (need to verify date 6 month period ends), we would have funds available to pay a Temporary minister from budgeted ministry salary. No definitive update on Chava's health yet. Linda is working on the very complex insurance issues; she spoke with Chava this morning, and Chava asked to relay her sincere wish to be here with us. Mike: she is willing but not able to serve at this time. We can start to look into Temporary minister option in November if no change to the current situation. Tom notes that much work is on hold pending Chava's return. Will have an outside minister a few times before the end of the year.

#### Second Public Comment

Rick Walter: regarding the Vision, it is the Congregation's vision. Regarding temporary person for RE, the Greeters and the Welcome table need to be informed of the plan as well.

Hal: I support the Oct 20 meeting. There is a difference between having a spiritual leader and a business manager running a congregation. Jolynn: I agree.

Jolynn: Like to add her to the October agenda to discuss marketing, though it can also be part of the Visioning/Objective Setting session.

#### Closing words, Mike McDonald

I want to publicly thank Sunday Services and Congregational care for all the extra work they are doing. There is a new membership class starting up soon! There is good news.

Closed session – Staff Resources items

The meeting was adjourned at 8:15 pm.

Respectfully submitted,

Barb Termaat, Board Secretary

Sept 17, 2018