

UUCGT Board of Trustees Minutes

Tuesday, December 18, 2018, 6:00 p.m.

Attending: Mike McDonald, Donna Stein-Harris, Laura Matchett, Karl Keinath, Tom Darnton

Absent: Linda Fletcher, Barb Termaat

The meeting opened with a reading by Mike McDonald. The agenda was approved as submitted. The consent agenda was approved as submitted. The To-Do list was reviewed and updated.

Meditation Space Proposal: The board had received a written proposal from Anne Hughes prior to the meeting. She proposed use of the smaller of the two adjacent classrooms for a dedicated meditation center, to be maintained by the Sokuko Ji Buddhist Community of Traverse City. Following discussion:

MOTION: The board gives its conditional approval of the arrangement, pending consultation with the religious education committee. Initially, use of the room for organized meditation sessions would be approved. Use of the space for individual meditation by other than members of UUCGT will not be approved until further details regarding access to the building are worked out. MOTION CARRIED

Review of Religious Education Sub-Committee: A written report proposing to hire one teacher for the K-5 group and two teachers for the 6-8 class, from January through June of 2019, at a cost of \$8,400 was included in our meeting materials. This proposal was discussed at some length.

MOTION: That the proposal be approved as submitted. MOTION CARRIED

Review of Policy Committee Report: A written report from the committee was included in the meeting materials, raising two points.

(1) The need to approve Endowment Committee Policies following the amendment to the by-laws adopted in June of 2018 was presented. The by-law amendment had removed a good deal of material from the by-laws so that updating the operations policies would not require a vote of the entire congregation. The material removed from the by-laws needs to be inserted into the policy manual. It was noted that there is no alteration of language; we need to approve the policies that had previously been part of the by-laws.

MOTION: To approve the policies set forth in a document entitled Endowment Committee Policy May 2018 which had been included in the meeting materials. MOTION CARRIED

(2) The second issue raised by the policy committee was the inconsistency between our by-laws, which call for a president-elect and limit the term of the president to one year and our

policies, which call for a vice-president and permit a person to hold the presidency for more than one year. After discussion of the pros and cons, we agreed that the best approach would be to amend the by-laws so that they are consistent with our practice, rather than trying to modify our practice at this time. Tom, as chair of the Policy Committee, was asked to prepare a proposal for amending the by-laws at the next annual meeting.

Staffing Matters: (1) During a closed session following the November meeting, an increase in Susan Sherman's salary and payment of a bonus was approved. This has been carried out. (2) We also agreed to follow the provisions of Rabbi Chava's letter of call regarding salary and housing allowance limitations and to continue payment of insurance benefits for an additional ninety days. Mike reported that this information had been shared and discussed with Chava. (3) Jane Lippert has been engaged for one guest ministry presentation in January and two presentations in February.

Long term sustainability discussion: Materials from our October planning session on the subject of long term sustainability were distributed. There is no organized work being done on this material; volunteer groups are working on the other outputs from that meeting. We discussed how best to get this work started and decided that using a task force approach to make more detailed recommendations no later than August of 2019 was a good choice. Mike will pursue getting a task force working on these issues.

Closed session: Personnel matters of a confidential nature were discussed in closed session.

The meeting adjourned at 8:07 pm

Tom Darnton
Acting Secretary
12/19/18