

## UUCGT Board of Trustees Minutes

Wednesday, July 17, 2019 – 7:00 pm

Convene - Candle lighting and bell

Opening words – Mary Anne

**Pat** will do opening words at August meeting

Board Covenant

1. Approval of Agenda – additions or deletions. **Approved unanimously.**
2. Nominate and elect officers for 2019-2020

President: Mike McDonald

Vice President: Tom Darnton

Secretary: Barb Termaat

Treasurer: Karl Keinath

**All officers approved unanimously.**

3. Consent Agenda

- Minutes of Board Meeting – June 19, 2019
- Average Weekly Attendance Report June

**Approved unanimously.**

4. To Do List – Judy

**Current Safe Congregation team members have agreed to continue in their role until the Healthy and Safe congregation plans are finalized.**

5. Report from General Assembly - Jerry Schatz and Barb Conley

Assembly Voted to support:

- Support the right to boycott for Palistinean rights.
- Condemn US policies and protect immigrants
- In support of the Green New Deal

Defensiveness around white supremacy sustains the issue; self-study

Liberal religion beyond Optimism

How to increase giving in churches--continuous pledging has not been a long-term solution.

Assistance with interims and webinars for new board members

UU partner church with a church in another country (Judy will follow up on this)

Grant for social justice programs

Met with our new interim minister Cathy Harrington, very thrilled. Already interest in our permanent minister position.

We are not an outlier in the issues we are facing as a smaller congregation.

UUA voice must be via delegates on an ongoing basis.

Minister selection process requires a selection committee representing all voices in the congregation. Need an impressive package and invest to get what we need with a culture of abundance.

Jerry and Barb will present their report to the congregation when they finish it.

#### 6. Sanctuary for Immigrants? – Emmy Lou Cholak

To house and protect illegal immigrants is illegal, thus we would need legal advice not in our congregation building

There is no immediate crisis in the TC area with illegal immigrants

We could support a legal family while awaiting hearings regarding their status money, time, language needs

We can pledge in support of immigrant support, welcome here.

Board Suggestions:

- Assign to social justice action committee review options and make recommendation
- Can we join with regional organizations
  - Justice for our Neighbors, and other organizations
  - Congregation is hungry for a project for us to get behind

**Board moved that the Social Justice Action committee pursue this potential Sanctuary for Immigrants project for our congregation and report back in 3 months (October 2019). Passed unanimously.**

#### 7. Review year-end Financial Reports – Karl/Mike

**Motion to transfer the prior year carry over funds to the Operations Contingency Fund. Passed unanimously.**

#### 8. Consideration of change to Treasurer position – Mike/Karl

Proposal to look into the Treasurer position a longer-term role.

Beth: someone to handle day-to-day bookkeeping (Glennnda), Treasurer who communicates the accountants reports, and hire an accountant for a few hours a week

Judy: perhaps we have to address the current situation before changing policies

Tom: suggest finance committee make a recommendation to Board.

Barb: recommend the current processes are documented with the new system, which will help identify if additional learning is needed.

Mike will bring this consideration back to the Finance committee

#### 9. Discussion about purchase of a security system - Karl

Dave Halstead of the Facilities received proposal for a video system for \$4,000 and panic button system in two locations to automatically contact the police for \$4,000. Churches are increasingly becoming targets.

Beth: installing these devices may reduce insurance for our building.

Motion: Ask Facilities committee to make a proposal part of next year's budget. Motion Passed 6-1.

10. Status of Safe Congregation/Healthy Congregation Proposal – Barb/Mary Anne

Meeting with Tony Wilgus for input. Meeting with LDC for input. Report back on status In August.

11. Status on hiring of Music Director – Mary Anne

Things slowed down, but now Donna is back and driving it. Concern on legality of a contracted vs. staff person (the last two Music Dirs have been contracted). Attorney said the contracts are legally viable. Recommend concerned parties get together

Beth: might be ethical issue for fair wage policies with this position.

Tom: The primary difference between employee and contract position is the level of supervision. Tom offered to write up a document to inform the situation to expedite resolution on how the position should be posted.

12. Staffing of Staff Resources Committee – Mike/All

Pat will join the Staff Resources Committee as 2nd Board representative. Judy will continue to work on the Staff Resources policies that are in progress.

Mike to check congregational interest survey for people interested.

13. Recommendations for Interim Minister and Congregation from Rev. Beth – Rev. Beth

- Perform all standard ministerial functions.
- Not shy away from sharing insights and potential issues.
- Board support her through challenges and prickly situations that will arise!
- To the Congregation: don't fight the process, more direct conversation, more tolerance of differing opinions and perspectives, move away from "lone ranger" solutions into standard processes, communication-communication-communication!!!
- Tom: recommend the book "In the Interim" at UUA bookstore and ebook

Public Comment

Very well run meeting, and interesting--thank you!

Closing words – Mike/Rev. Beth

Adjournment

Brief meeting of Board members only

Next Meeting – Wednesday, August 21, 2019, 7:00 pm