

MINUTES
Monthly Meeting of the UUCA Board of Trustees
June 28, 2011

Meeting called to order at 7:00 by Ellen Beattie.

In attendance: Ellen Beattie, Lyn Conley, Cindy Hoffner, Conrado Marion-Landais, Jerry Moore, Grier Page, Joetta Prost, Beth Valentine, Clarke Weeks, Rev. Anthony David and Scott Howell.

Chalice lighting was offered by Conrado Marion-Landais

Circle of Connection: Board members shared what events in the past month strengthened their sense of connection to UUCA. Some examples mentioned included: Board retreat, Long range planning, strengths based leadership training, attending General Assembly, and recent worship services.

Election of Nominating and Leadership Development Committee (NLDC) representative: Ellen Beattie moved that Beth Valentine, who served part of last year as the BOT's Representative on the NLDC, be elected to serve again in the 2011-2012 NLDC year. The motion was seconded and unanimously approved.

Election of new Board Secretary: In an effort to redistribute the areas of responsibility of board officers it was moved, seconded and unanimously approved that Walter Overby be Secretary for the remainder of this BOT term, beginning in July 2011. The Board expressed thanks to Clarke Weeks for serving in this role for the first two months of the Board year.

Installation of Board Leaders: Rev. Anthony officiated an installation of the leaders selected by the Board of Trustees to forward the work of the Board this year:

Conrado Marion-Landais - Chair, Congregational Life Committee
Lyn Conley - Chair, Planning, Monitoring and Evaluation Committee
Joetta Prost - Chair, By-laws and Governance Committee
Beth Valentine - Board NLDC Representative
Walter Overby - Board Secretary

Adoption of minutes: The Board voted to adopt the minutes of the April 2011 BOT meeting; all members who attended that meeting as a trustee voted in favor, with those who were not yet on the Board in April (Lyn Conley, Grier Page, Cindy Hoffner) abstained. Pending further work on a full draft, the planned votes on the minutes of the May Congregational Meeting and the May Board meeting were postponed. Drafts will be circulated electronically for vote in coming weeks.

Executive report: Rev. Anthony responded to questions on the Executive report previously submitted to the Board for review. There was discussion on the new greeting table, parking problems, the sabbatical policy (ministers are entitled to one month for every year served, to be taken between 5th and 7th year), and the role of delegates to General Assembly.

Some questions were raised regarding UUCA's fundraising policy. Anthony explained that the purpose of the policy, which requires that fundraisers on UUCA property be sponsored by a UUCA group or staff, is to ensure the activities are connected to the work of the congregation and to avoid bombarding congregants with excessive requests. Following a recent request made by an individual congregant to collect items for tornado victims, which fell outside the parameters of the current policy, Anthony reported that staff is currently reviewing the policy to see what, if any, changes should be made to the policy to make some allowances in the policy in cases of disasters and other emergencies.

Finance report: Scott Howell reviewed the finance report previously sent to the BOT. He then presented a tool which the Executive has worked with Laura de Castro to develop, which is designed to create projections of

salaries for UUCA positions, based on UUA fair compensation guidelines and weighted criteria that UUCA can determine, and to compare these to current salary levels. This tool can be key in developing salary recommendations for 2012 and beyond, to ensure compliance with Executive Limitation C regarding Fair Compensation to UUCA employees. In the discussion of the tool, trustees contended that the selection of weighting criteria must be transparent and requires judgment to avoid risk of subjectivity. Conrado Marion-Landais inquired about the desirability of forming a Board Personal and Human Resources Committee to work with the Executive on matters like these, rather than try to drill down in the Board plenary, but we did not act on the idea. It was reiterated that the executive sets compensation within Executive Limitations.

Our Quest discussion: What theme will inspire our congregation to generosity?

The board discussed and prioritized themes for the annual pledge drive, and in the end suggested the following themes in this order of preference:

(1) Building a New Way

(2) Planting the Seeds of Growth

(3) Rejoice in Your Giving

At our next meeting we will discuss the role of the Board in inspiring generosity and in the implementation of the annual campaign.

At the Board Retreat, we appointed a taskforce to meet with Scott and Marti to gain a better understanding of the stewardship process and to bring back recommendations to the Board on its role. Members are Walter Overby, Jimikius Harris, Joetta Prost and Grier Page.

Our Quests for the Board year:

Ellen shared an initial synthesis of the ideas that came out of the Board Retreat for our quest explorations in the coming year. The top three area of interest for this year are:

Generosity

Growth

Diversity

Announcements:

Endowment Fund: Ellen reported to the Board that in its most recent meeting, the Endowment Fund Board accepted all three of our nominees, electing Beth Stevenson, Michael Dangerfield and David Yamashita to the UUCAEF Board.

Observer's insights: Beth Valentine presented the process observer report.

Closing words: Conrado chose to read from Rev. Martha L. Munson

Meeting was adjourned at 9:15 p.m.

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Clarke Weeks