

Minutes of the UUCA Board of Trustees

August 26, 2014

Attending

Board Members: Christian Harden, Cindy Hoffner, June Lester (presiding), Howard Lewis, Melissa Marion-Landais, Karen Martin (recording), Bill Mengel, Grier Page, Marie Palena, Amelia Shenstone, Erin Stanfill

Staff: Senior Minister Anthony Makar, Interim Associate Minister Jane Thickstun, Business Administrator Clark Thomas

Guests: Carol Ann Arvan representing our Stewardship Team

Absent: Laura Murvartian

June called the meeting to order at 7 p.m.

Spirit & Community

Chalice lighter: Howard lit the chalice with words from Kirk Loadman-Copeland.

Welcome: Members, staff, and guest Carol Ann Arvan were welcomed.

Announcements: June made announcements as listed in the agenda.

Circle of connection: From your perspective, what is the prevailing narrative of UUCA? Responses included:

- An oasis of political liberalism in a conservative area
- A rebellion against dogmatic religion
- Pride about past, especially work for civil rights
- Standing on the Side of Love
- We practice social, cultural and theological evolution.
- Our size gives us a unique perspective; we not only survive change, we thrive on it.
- We get to be different.
- Creating a beloved community with a focus on our Ends Statements
- The counter, the not..., we should try to harness into what we are and do believe.
- We are aging into a more traditional church; the congregation is aging.
- The survey suggested that we are not only about social justice. Social Justice is important but not the most important or only part.

This month's *Thank You* cards were written to Meghan Ramsey for her work on the playground renovation and to Sonya Tinsley-Hook for the successful Funday.

Board Education

Stewardship Drive Plan: Carol Ann Arvan reported on the plans for this year's Stewardship Drive. The theme will be "Continuing Commitment with our Beloved Community." Congregants will receive a "Something New" letter explaining the transition to year-round giving. Congregants will be divided into three groups based on giving level to receive targeted letters. Following letters, congregants will receive a phone call from a trained volunteer. Phone calls will have a pastoral care tone and volunteers will not ask for a gift amount, only that the pledge form be turned in. The Board was given a calendar of activities for the 2015 Stewardship Campaign,

which includes dates and responsible parties. The Board was asked to volunteer to be part of the phone calling team.

Decisive Action 1

Approval of Minutes of July 2014 Meeting: June confirmed that approval of the minutes of the July 2014 meeting came via email.

Need to Know

Executive Report:

Rev. Makar introduced the new format for the third year of implementing the Strategic Plan and reviewed highlights of his report. He invited conversation and feedback. The meeting with Keith Kron and the Associate Minister for Lifelong Learning and Growth Advisory Task Force was very productive. A timetable and assignment of tasks have been created. The Generosity Team plans to meet with a consultant recommended by UUA Director of Congregational Stewardship Services, Wayne Clark, in February. Rev. Makar is planning to hire a short-term "Musician-in Residence" with a multicultural focus, using Growth Initiative funds. Don Milton is writing a job description, which should be complete in November. Attendance reports were distributed.

The Work of the Board

Board's role in promoting anti-racism, anti-oppression & multiculturalism as a core value at UUCA: Discussion of possible revision of Ends Statements from Congregational Life Committee

Bill informed the group that the Congregational Life Committee has been charged with considering the appropriateness of our Ends Statements and recommending any changes. Bill led the group in a lively discussion of the first Ends Statement. Highlights include:

- The Board holds a range of opinions on the wording used in the first Ends Statement.
- Ends Statements are used for outside "marketing" purposes.
- We are religious liberals and don't abandon religious language but we evolve and give it a more expansive meaning.
- Is it the job of the Board to suggest changes? Should we have a process that involves more of the congregation?
- There is a disconnect between our Ends and our Long Range Plans.
- Should the Ends specifically include ARAOMC language?

Finance Committee

Grier reviewed documents previously emailed to Board members earlier on the day of the board meeting and explained our present financial status. In July we had a more typical for a summer month 43K in pledge receipts. Overall we lost money in July, which is typical, but we are still in the black. We paid the final budgeted UUA dues. We are working on issues involving being current in making pension payments for staff. We have members who are giving above their pledged amount. Costs are being kept under control. Our fund raising line item is running behind and probably won't make the budgeted goal. The plate is doing very well. The next round of pledge statement letters will go out near September 7.

Clark reported on the 2015 budget process. He noted that upon his first meeting with the Finance Committee they identified 24 action items to address. Thirteen have been completed and more are in progress. He

presented a Revised Budget Assumptions document. There are significant considerations around the large number of staff changes. Right now the draft budget includes a 25K deficit due to projected personnel costs, with 70K for the new Associate Minister for Lifelong Learning and Growth and a 1.8% COLA increase for staff.

Congregational Life Committee

Bill requested input from the Board by September 15, regarding the emailed draft report on the Congregational Survey. The Congregational Life Committee is especially interested in input on the Board Reflections sections of the report.

Planning, Evaluation, and Monitoring

The Board went into Executive Session to discuss the Direct Inspection related to Executive Limitations F. and B.

Bylaws and Governance

Howard presented suggested edits to Article X, Section D.1. that would allow the Board to hold virtual meetings if needed. Board members expressed concerns and requested that the committee continue to work on the revision.

Closing

Observer's Insights: Bill shared observer's insights.

Extinguishing the Chalice: Howard extinguished the chalice with words from Kirk Loadman-Copeland.

Next Meeting: September 23, 2014

Meeting Host: Cindy Hoffner

Chalice Lighter: Amelia Shenstone

Process Observer: June Lester

Above Board [*due September 14*]: Grier Page

Upcoming Committee Meetings:

- Bylaws and Governance: September 14, 12:30 p.m.
- PEM Committee:
- Finance Committee: September 15, 7:00 p.m.
- Congregational Life:

June adjourned the meeting at 9:10 p.m.