

MINUTES

Monthly Meeting of the UUCA Board of Trustees

August 23, 2011

Meeting called to order at 7:05 by Ellen Beattie.

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

- Meeting Host: Jerry Moore
- Chalice lighter: Jerry Moore
- Process observer: Clarke Weeks

Spirit & Community

Chalice Lighting

Jerry Moore read a poem called "A Creed to Live By."

Circle of Connection

Attendees reflected on milestones in their lives. Rev. David noted the start of his fifth year as Senior Minister.

Board Care

Leadership Generosity Initiative

Ellen Beattie announced that the leadership canvas is almost complete and reminded all that a goal is to have all Leadership pledges in by August 28th.

Board Work Plan

Ellen Beattie introduced the Board work plan for 2011-2012, which is a living document that will be updated throughout the year. It is laid out on a spreadsheet in three main sections, "Envision the Future," "Monitor Progress," and "Govern With Excellence," each with its respective objectives, strategic projects, and action items with details.

Need to Know

Executive Report & Executive Work Plan

Rev. David announced that this month's report would be the final one based on the 2010-2011 executive workplan, and a new one will start next month based on the 2011-2012 executive workplan presented tonight. The Board received the report following some follow-up questions with regard to the hiring of Rev. Tessie Mandeville, the policy on Serious Covenant Breaches, the "Leap of Faith" mentoring program and UUCA's address change.

Regarding the address change Scott Howell explained that, in order to reduce risk, the process is on hold until the confusion over the UUCA tax ID number is resolved. Progress has been made towards resolving that, and further updates will follow. Ellen Beattie noted that the UUCA Endowment Fund is waiting to act on the recent by-law changes for the same reason.

Lyn Conley and Rev. David discussed how the workplan document will be used and how it may evolve over time. Rev. David explained that the plan provides both structure and flexibility. It reflects his overall priorities and will be fleshed out by the whole staff. Many items on the plan, including the music CD, the European tour for the choir and other events, are already coming to fruition.

Rev. David expressed excitement over the opportunity for partner churches in Transylvania and Uganda, but is still exploring specifics on how to develop the new initiative.

Cindy Hoffner asked how progress against the outcomes in the workplan could be measured. Lyn Conley and Ellen Beattie responded that the Board would evaluate the Executive based on the collected progress over the year-long evolution of the plan, using the Executive report as a tool. Lyn Conley suggested that the Board evaluate the Executive's progress on the workplan in May so that the sitting Board is part of the evaluation, rather than the newly elected one.

Grier Page asked if there would be a First Sunday sermon series. Rev. David said that this year would focus on our fourth source, Judeo-Christian heritage, focusing on the Marcus Borg book called "Reading the Bible Again for the First Time."

Finance Report

Scott Howell reported that revenues are above expectations, and expenses are below. He noted that the fact that there were three paydays in July affected the total spending for the month. Jerry Moore asked if it appeared that plate revenue goals were met and we were projecting a probable surplus, would that allow us to do additional "Give Away the Plate." Rev. David responded that the Executive is looking at that.

Lyn Conley pointed out that not all the revenue in the 2011 budget was generated this year, hence the income level is not necessarily sustainable. Ellen Beattie explained how the carryover revenue from 2009 and 2010 was brought into the

2011 operating budget. She also explained how total spending in the year is constrained by the budget approved by congregational vote even when surpluses occur.

Jerry Moore inquired if plate giving varied between "Give Away the Plate" Sundays and Operating Budget Sundays. Scott Howell said the amounts averaged about the same.

Ellen Beattie reported that the Board Finance Committee is moving forward with the external audit.

Updates from Board Committees

- **By-laws:** Joetta Prost said that they were gearing up and would have a bigger report at the next meeting.
- **Congregational Life:** Conrado Marion-Landais reminded the Board to invite attendees for the September Listening session. Cindy Hoffner suggested canvassing attendees for names of good future attendees. Conrado told the Board to expect calendar reminders from the Yahoo! Group. Lyn Conley recommended the Committee attends various classes and groups, and Ellen Beattie encouraged the Board to participate broadly in congregational life, including branching out into areas not already familiar.
- **Planning, Evaluation, and Monitoring:** Lyn reported that the committee has developed a method and plan to monitor the Board Policies, including Executive limitations. They have a schedule for monitoring approximately two items a month and for giving an evaluation such as "good," or "needs improvement." The schedule must necessarily be driven by current events, so there is some flexibility. They will also regularly review the Executive Report.

Our Quest

Is the congregation well equipped to uphold our Congregational Covenant?

Ellen explained that the Board's task was to monitor compliance with our policies. This includes assessing whether the congregation is well-equipped to uphold our Congregational Covenant and to respond effectively in case of serious breaches.

In this context, the Board raised, considered and discussed:

- Whether we have early warning and reporting of symptoms of concern.
- The history of the participation of the Healthy Relationships Team in addressing serious breaches of covenant.
- The possibility of using a special team like the "Right Relationship" team at General Assembly to actively promote the spirit of the covenant.
- The methods currently used to keep congregation mindful of the Covenant, if they are sufficient or might be expanded.

- The role of all congregants in upholding the Covenant and the types of situation in which the Healthy Relationships team and the Executive need to be involved.
- The good progress made towards healthy relationships in the Congregation since the introduction of the Congregational Covenant, the creation of the Healthy Relationships Team and the introduction of the policy on Serious Covenant Breaches.

Decisive Action

Action Step on a Serious Breach of Covenant: Motion of Expulsion

Following recent action by the Executive to suspend a non-member due to repeated serious breach of covenant, and in keeping with the policy regulating such breaches, it was moved that the Board expel the person from the UUCA. The motion was seconded and was passed unanimously.

Sponsorship for the Ministerial Fellowship of Duncan Teague

The Board unanimously approved the sponsorship of candidate Duncan Teague's ministerial fellowship.

Go in Peace

Announcements

Fair Compensation Workshop: September 17th, 9:00 am – 1:00 pm UUCA Social Hall

Observer's insights

Clark Weeks delivered the Observer's report. .

Closing words

Jerry Moore closed with a further reading from "A Creed to Live By."

Meeting was adjourned at 9:13 p.m.

Walter Overby, Board Secretary