

UUCA Board Meeting - March 27, 2012

Attending Board Members

Clarke Weeks, Joetta Prost, Ellen Beattie, Lyn Conley, Conrado Marion-Landais, Grier Page, Walter Overby, Pam Kilmer, Beth Valentine, Cindy Hoffner, Jerry Moore.

Other Attendees

Rev. Anthony David, Mary Sherman (NLDC), Mary Ann Oakley (LRP), Gary Moss (LRP).

Ellen Beattie called the meeting to order at 6:40p.

Spirit and Community

Chalice Lighting

Ellen Beattie shared a poem by Robert Frost.

Circle of Connection

Each Board Member shared a recent experience that helped him or her feel connected to the UUCA community.

Nominating & Leadership Development Report

Mary Sherman shared the proposed 2012 slate of UUCA nominees. She discussed the NLDC's effort to recruit diverse candidates. Because this is a year of transition to the new 3-year Board terms, following the May 2011 Bylaws change, there are terms or term extensions for at-large trustees that range from 1 to 3 years. This arrangement creates conditions to ensure that 3 terms expire each year, as required in the Bylaws. The Board approved the slate, which is attached separately to these minutes. The Board thanked Walter Overby, who is leaving the Board at the end of the Program Year.

Our Quest

Presentation Long Range Plan Phase II

Mary Ann Oakley presented the new draft of the Phase II plan document, which incorporated many of the suggested revisions from the previous review by the Board in January. Mary Ann suggested that the five-year period of the plan begin at the time of adoption of this document in May 2012.

The Board discussed the content and proposed a small number of copy edits, related to making the intended messages clearer or more firm.

Sharing the Vision, Mapping the Change

Ellen Beattie introduced the question of how to ensure that the LRP remains a living document with continuous support and engagement of the congregation. Rev. David stressed the importance of a partnership between the staff and the congregation. He also explained that the five-year period may help the board monitor plan progress, and may motivate UUCA to achieve the plan. He suggested preparing a few initial groups, each with a staff liaison, in which congregants could volunteer right away. He suggested that one of the groups might support a Building & Grounds Feasibility Study. The Board and LRP team brainstormed about getting congregants involved in realizing the LRP. Rev. David began a discussion about the ongoing role of the Board in the LRP. Anthony, Ellen and Lyn agreed to work to develop a vision of the roll out and structure for the plan's progress and to report back to the Board on it.

Following the discussion, Ellen asked for a motion to enthusiastically adopt the Phase II LRP plan document as amended. The Board approved unanimously.

Decisive Action

Board Minutes

The Board approved the February minutes as amended.

Board policy amendments

Joetta Prost, on behalf of the Bylaws & Policy committee presented two proposed amendments to the Board Policies under Executive limitations:

- **Restricted Accounts** : Clarke Weeks explained the Finance Committee's proposal to require the Executive to develop a policy to limit the creation and term of restricted accounts outside the operating budget. The Board unanimously approved a motion to amend Executive Limitation E "Financial Conditions and Activities" to add a new numeral #3 , to state that the Executive shall not "Allow restricted accounts to exist without establishing regulations on the purpose, criteria and term of said accounts, and without prior authorization of the Board".
The Board reviewed suggested policy content to share with the Executive.
- **Integrated Auxiliary Organization**: Lyn Conley explained the proposal to require the establishment of a policy for the creation and review of Integrated Auxiliary Organizations to UUCA., which have a particular Federal tax status. The Board suggested ideas for inclusion in the policy. The Board unanimously voted to amend Executive Limitation G "Asset Utilization" to introduce a new numeral 4, which stipulates the Executive shall not "Grant the status of UUCA Integrated Auxiliary Organization to any group or

organization without prior Board authorization, nor neglect to maintain a policy on the process of application for this status.

UUCAEF as Integrated Auxiliary Organization

Rev. David presented a request by the UUCA Endowment Fund to be granted the status of Integrated Auxiliary to the UUCA . He explained that the status would reduce costs and effort for the Fund of preparing an annual 990 report to the IRS. The Board discussed the reasons why the UUCAEF meets the requirements for the status established by IRS regulations. The Board unanimously approved granting this status, pending final IRS approval.

Need To Know

Finance Report

Clarke Weeks summarized the February financial statements. Income is slightly above forecast. Several restricted accounts have been eliminated and folded into the operating budget.

Board Committee Reports

- **By-Laws:** Joetta Prost announced that the committee plans to propose new Board policies next month on official groups of UUCA and to present the language of the motion to be presented to the congregation to amend the Bylaws to eliminate duplicate calls to ministry at UUCA. .
- **Congregational Life:** Conrado Marion-Landais presented a report on and highlighted several topics from the recent listening session. Topics included Adult RE, music programs, fair compensation, and theological diversity.

Executive Report

The Board agreed to enter Executive Session.

- The interim DRE position will be a two-year position and a strong candidate has been interviewed to fill it. Pending completion of reference checks, the position may be offered to this candidate to begin in July 2012.
- We received a third bid for the sanctuary railings and comparative analysis on the three is underway. It was suggested that the Fire Marshal review the plan prior to construction.
- We still intend to pursue the address change, and no longer consider the tax ID issue to be an obstacle to that change.
- Due to serious concerns raised by Alicia Karpick on the safety of our playground, Rev. David temporarily closed the facility until the concerns could be addressed. A professional playground inspection took place today (3/27), and a report on findings will be delivered promptly. Any needed playground improvements will be phased in over time according to a plan.
- Rev. David presented a letter that will be mailed to the congregation tomorrow (3/28).

Go In Peace

Announcements

Ellen Beattie clarified that Walter Overby is leaving the Board on good terms. She reminded all trustees that in addition to Board Policies and the Board Covenant, the By-Laws specify that any board member who is absent three times in twelve months is, at the discretion of the board, to be considered to have resigned.

Observer's Insights

Pam Kilmer offered her observations.

Closing words

Ellen Beattie read a passage by Langston Hughes.

Meeting adjourned at 9:25 p.m.

Walter Overby, Secretary