

MINUTES
Meeting of the Board of Trustees
June 26th, 2012 7:00 pm – 9:00 pm

Present: Brian Baker, Lyn Conley, Jimikius Harris, Cindy Hoffner, Pam Kilmer, June Lester, Bill Mengel, Grier Page, Bailey Pope, Joetta Prost, Erin Stanfill, Beth Valentine
Staff: Anthony David, Scott Howell, Marti Keller
Guest: Beth Stevenson
Absent: none
Meeting started at approximately 7:01

Spirit & Community

- Chalice lighting : Grier opened the meeting with a reading and by lighting the chalice.
- Circle of connection: How are you connected to UUism? Board members responded with various examples of how they are and remain connected to the UU world, for example: our congregation, other UU congregations, District or national activities, other UU organizations. Joetta shared some of her experience at General Assembly 2012. She, Anthony and Marti shared their experiences at the vigil for immigrant justice.
- Covenant: Lyn circulated the 2012 Board Covenant for all Board members to sign acknowledging agreement.

Decisive Action

- Moved to approve Congregational Meeting Minutes of May 20, 2012. Passed 11 yeas with 1 abstention. These minutes will be presented to the Congregation for approval in Dec.
- Nominating Leadership & Development Committee (NLDC) liaison election: Lyn met with the co chairs of NLDC (Babs Hajdusiewicz and John Guyton) to discuss this year's workplan. Beth Valentine was thanked for serving as the Board's liaison for 20 months. Erin Stanfill has agreed to serve in this role.

Motion was made for Erin to serve as Board liaison to the NLDC for 2012-2013. Unanimously approved.

- UUCA Endowment Fund (UUCAEF) Grant request. Beth Stevenson, UUCAEF Board President, was present. She asked the Board to consider what types of requests might be made in the next year and projecting five years out. Prioritize the list. The Board thanked Beth for her information and assistance.

The Board discussed the grant proposal for the Memorial Garden including a walk through the garden to see exactly what is entailed in the proposal. Discussion included the mission of the EF, the numbers in the cost of the proposal, the various aspects of the proposal. There were questions about what happens to the proposal if it's partially funded, for instance if the handrails and lighting are installed but the steps are not renovated.

Motion: In accord with the request from the UUCAEF President that the board prioritize for the current year and projecting the next 5 years the needs of the congregation and the use of the EF, the Memorial Garden proposal will be deferred. In the interim we request that the Memorial Garden Team rework the proposal with a focus on safety and a report on accessibility. Passed with unanimous vote.

Need to know

- APP discussion [Executive Session]

Motion was made to go into Executive Session. Vote was approved unanimously. Following discussion the Board voted to come out of Executive Session. No decision has been made about further action at this time.

- Finance Report

Scott reviewed the documents provided in advance to Board members and discussed the current status of accounts. The discussion included review of various charts and graphs that outline the difference between projected and current budgets. The loss of funds as a result of the APP situation is a significant factor. Discussion was held regarding posting a single .pdf file with the graphs and a narrative on the web monthly.

- Board Committee Reports:
 - PEM: will be meeting in July
 - Bylaws & Policy: Reformatted the Board policies
 - Congregational Life: Will be meeting in July
- Executive Report

Lyn asked how the Board will monitor the Executive Report going forward; this needs to be decided after Anthony returns from study leave. Playground plans will be worked on but not implemented until August.

Anthony discussed the Interim DRE position and concerns that have come from congregants about a transgender male working with children. Anthony is working on educating the congregation to lower anxiety. He gave the Board suggestions for responding to similar concerns if the situation arises.

Board Education

· Presentation of Fair Compensation [FC] Plan

Anthony explained the following information about the Fair Compensation Plan:

- FC relates to salary and benefits guidelines and is a justice issue.
- Many factors are considered including education, experience, comparison to other nonprofits, spanning our denomination. The UUA guidelines are the norm.
- The Executive wants to be competitive in the market place.
- The Executive wants to bring staff up to the minimum as soon as possible and to the midrange within 5 years of employment.
- The FC information presented is intended to be very clear about the consequences of not meeting them.
- The FC targets for each position are set based on where staff are acquired, i.e. people who come from the UUA pool, e.g. DRE and ministers, vs. people from the wider pool without necessary UU experience, e.g. Director of APP, Executive Director, etc.
- The Executive must consider how to add additional staff responsibly as part of the Long Range Plan implementation and adding staff so as not to diminish existing staff.

Scott reviewed the spread sheet outlining the positions and numbers for salaries, levels of minimum, midpoint and maximum and added the following additional explanation:

- He used Opportunity Knocks, a national online job site, HR resource and career development organization focused exclusively on the nonprofit community, as a reference for positions that are not in the UUA guidelines.
- Specific UUCA titles were linked to guideline sources as appropriate.
- Going forward, any time a position is added it will be associated with a minimum, midpoint and maximum using these guidelines.
- If full-time employees [FTEs] cannot be paid the minimum salary for their classification they could be compensated by working fewer hours at the same salary, in effect making them part-time employees with full-time benefits at an appropriate pay rate.

Board expressed questions about various scenarios, and concerns about how the congregation will understand this process of getting to FC.

Anthony explained that if this matter is not addressed now there will likely be staff turnover. Anthony expressed gratitude for the hard work of staff to create the plan and the board's willingness to review it.

The Board felt that further discussion is needed. Lyn and Joetta will develop a plan for gathering additional input from Board members and continuing the conversation.

Go in Peace

- Announcements: none

- Observer's insights: Brian provided his insights
- Closing words: Grier gave a closing quote and extinguished the chalice.

Meeting was adjourned at approximately 10:00 PM.

NEXT MEETING: JULY 24th

Meeting Host: Erin

Chalice lighter: Bailey

Process observer: Joetta