

Minutes of the UUCA Board of Trustees July 22, 2014

Attending

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

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

Guests: none

Absent: Bill Mengel, Howard Lewis

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

Spirit & Community

Chalice lighter: Marie lit the chalice with words from Albert Schweitzer.

Welcome: Our new Business Administrator, Clark Thomas was introduced and welcomed.

Announcements: June made announcements as listed in the agenda.

Circle of connection: What is the single most important aspect of your participation at UUCA? What makes you participate in the life of the congregation? Everyone shared their thoughts, which included being in community, shared ideas, music, renewal of hope, and participation in small groups.

This month's *Thank You* cards were written to Jim Kelley for his work with Fiesta de Libros and Dick Patterson for the many jobs he does to maintain our building and grounds.

Decisive Action 1

Approval of Minutes of June 2014 Meeting: June confirmed that the minutes of the June 2014 meeting were approved via email.

Signing 2014-2015 Board Covenant : A copy of the 2014-2015 UUCA Board Covenant was passed around and signed by all Board members present.

Need to Know

Executive Report:

Rev. Thickstun reviewed highlights of the Executive Report and invited conversation and feedback. A Minister for Lifelong Learning and Growth (MLLG) Advisory Team has been formed and is headed by Lyn Conley. Rev. Makar will be introducing a revamped approach to theme-based ministry based on *Touchstone Journals*. The Congregation raised \$6,850 to support the Annie Margret Barr Children's Village (Unitarian orphanage in Northeast India visited by the choir) in one plate on July 6. Rev. Makar published a letter to the editor in the AJC regarding the U.S. Supreme Court's Hobby Lobby decision. Our new Business Administrator, Clark Thomas, has been hired. Travis Vaughn will become our part-time Office Administrator, while the hiring of an Office

Assistant has been put on hold until January. A volunteer is helping cover building administration duties in the meantime. A new Facilities Study Team headed by Bailey Pope has begun its work.

Board Reflections

What 3 things, if UUCA stopped doing them, would contribute to our growth? What are we doing that gets in the way of achieving our mission? Comments included:

- Stop assuming someone else will do it.
- Stop criticizing volunteers.
- Stop talking only to people we know in the social hall.
- Stop hand gestures instead of clapping (it was noted that many don't know that the gesture is adopted from the deaf community – perhaps better education is needed).
- Stop being so conservative or private about UUCA; tell friends about us.
- Stop thinking evangelism is a dirty word.
- Stop using the same chalice lighting words every week. Instead invite different people each week to bring and offer chalice lighting words.
- Stop doing church work during social hour.
- Stop thinking all problems can be solved with more money.

The Work of the Board

PEM Committee: Board's role in promoting anti-racism, anti-oppression and multiculturalism as a core value at UUCA

Amelia outlined several instances in our Executive Limitations where PEM has identified language that could be modified to improve our promotion of ARAOMC. PEM recommendations will be forwarded to the Bylaws and Governance Committee, which will craft recommended language that will be brought to the Board for discussion and eventual approval. PEM pointed out that the Congregational Life Committee will also be looking at our Ends Statements for ARAOMC language during this year.

The Executive Limitation to be monitored in July is EL C, Fair Compensation. The Fair Compensation policy is due to be updated when Rev. Makar returns from vacation. PEM and Finance will review EL C later in the year when that update is complete. For August, they will review EL B, Treatment of Staff, using both an executive report and direct inspection, which may need follow up given that Rev. Makar will be on vacation until after the report is due.

Finance Committee

Grier reviewed documents previously emailed to Board members and explained our present financial status. We are in a good place as far as pledging income and plates are concerned. Our balance sheets look good through the end of June. Clark and the Finance Committee have found several areas where they want to work on cleaning up the monthly reports. The committee has tabled their work on the budget until Rev. Makar returns from vacation. The committee will look at the policy on staff vacation accumulation in the personnel handbook in light of our recent need to pay departing staff for accumulated vacation time.

Congregational Life Committee

Erin reported that Joetta Prost is completing the final survey report. The Congregational Life Committee will be meeting with the new Director of Congregational Life, Jessica Seales, and looking into how the website supports our needs regarding development of congregational life. The current conglife@uuca.org email address is not well used and doesn't even go to the current committee members. The committee is exploring other avenues for congregants to send feedback to the Board.

Bylaws and Governance

Karen presented the most recent draft of the Taking a Public Stand Bylaw. There was a brief period of discussion and questions. A minor grammatical edit was made to the Bylaw. Board members were asked to read the draft Board Policy for Taking a Public Stand very carefully. If the Bylaw passes at the December Annual Meeting, we will finalize our work on the policy.

Decisive Action II

Karen moved that the Board approve the Bylaw for Taking a Public Stand. June called for a vote. The following language was unanimously passed by the Board as recommended changes to UUCA's Bylaws. These changes will be brought to the Congregation for approval at our December Annual Meeting.

ARTICLE IV. AUTHORITY

...

(f) to Take a Public Stand on behalf of UUCA

ARTICLE VII. CONGREGATIONAL BUSINESS MEETINGS

Section C. Taking a Public Stand

From time to time, UUCA may take a public stand for issues of social justice, equity or compassion. Board policy shall establish the process by which the Congregation can approve proposals for taking a public stand. Without regard to any other provision of these bylaws, including Article VII, Section B, Congregational consideration of a proposal to take a public stand shall be in accordance with Board policy and the proposal must be supported by a three-quarters (¾) majority of voting members present at a Congregational Business Meeting.

The following items in that section of the bylaws will be re-lettered in order to accommodate the insertion of a new section C, above.

Closing

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

Extinguishing the Chalice: Marie extinguished the chalice with words from Robert Louis Stevenson.

Next Meeting: August 26, 2014

Meeting Host: Karen Martin

Chalice Lighter: Howard Lewis

Process Observer: Bill Mengel

Above Board [*due August 10*]: Erin Stanfill

Upcoming Committee Meetings:

- Bylaws and Governance: August 3, 9 a.m.
- PEM Committee: August 13, 7 p.m.
- Finance Committee: August 18, 7 p.m.
- Congregational Life: August 10, 11:15 a.m.

June adjourned the meeting at 8:46 p.m.