

October 15, 2013

7 pm

Board Minutes

Present: Richard Miller, Sally Mitchell, Karl Love, Jan Geht, Marco Cabrera, Betsy Emdin, Rev. Cassie Howe.

Absent: Janet Zerbel

Opening words: Karl Love

Richard welcomed new board member, Marco Cabrera.

Cassie talked about expectations for board trustees such as a covenant, attendance, fiscal responsibility, etc. Board should have a covenant and Karl suggested we discuss at retreat.

Additions or changes to agenda:

Voting by email--under new business

Use of mission statement—under new business

Consent agenda: Karl moved, Jan seconded to accept consent agenda

Treasurer's report: Financial position continues to improve. Cassie questioned donations to organizations such as the Guatemala fund, Safe Harbor, UU summer camp, etc. Jan explained restricted funds. Richard explained the history of restricted funds.

Minister's report: Cassie talked about her role as interim minister and impressions of congregation so far. Cassie sees ambivalence about professional ministry that is understated. UUCGT began as fellowship and that is part of "birth story" that the congregation may resort to when under stress. Recent years have been marked by transition. Congregants have had to minister to each other during this transition. Cassie perceives a survival mode as opposed to survival. Size is important in ministry. Our size at 150-200 can be problematic because it's between pastoral size and program (a larger congregation.) This affects the type of ministry a minister would provide. There is no quick fix to reconcile desires for professional ministry although Cassie believes it is possible because a great minister doesn't become great without the support and interaction of congregation.

Acting DRE report: Karl had a question about Facebook report and if it led to increased attendance at RE. Marco said there are few metrics to measure this but we agree social media is important. Cassie complimented the board for its policy on nursery age restrictions as it has assisted the RE.

Committee Reports:

Transition team: Cassie and Betsy discussed that the Right Relations team could serve as the transition team but they are reluctant to commit until board defines their responsibilities. Cassie suggested it be called the Ministry Team, and meet with her monthly to discuss overall ministry, and write her evaluation before July 1. Would not be task oriented but conversational. Richard asked what they would be named, Karl called it a “focus group.” This would be a group to help Cassie with her needs. It was proposed that the board invites members of the Right Relations team to participate in a focus group to meet monthly with the interim minister to assess ministry with congregation and perform needed evaluation if necessary. Jan moved that we accept this proposal, Karl seconded, motion passed.

Ministerial Search Committee: committee failed to submit a report. Jan moved that board extend Cassie’s contract by six months because there is no indication the MSC will have a candidate in March. Sally seconded. Discussion: Cassie asked for original motion, that was voted on last month, so she can plan her life. MSC learned of extension of Cassie’s contract without contacting them. Cassie decided she can’t consider an offer till the Board and MSC work in sync. Right now there is no urgency to make this move. What is important is good working relationship between board and MSC. There was discussion on this topic. Cassie suggested that we delay motion until December. Marco suggested inviting them to Nov meeting. Sally moved that we rescind the motion, Jan seconded. Motion rescinded. Jan moved that we request Ministerial Search Committee to attend the next meeting if they want to play a role in the extension of Rev. Cassie’s contract. Karl seconded. Motion passed.

Communication from Safe Congregation Task Force: we have all read and understand this letter from committee.

Pending Business:

Calendar Development: Karl passed out calendars. Stewardship has been moved up to Feb 16 with closing for March 23 2014. Annual meeting scheduled for May 18.

Status of Program Council will be discussed at retreat.

Board Retreat: Richard, Karl, and Betsy planned agenda. Cassie had thoughts on the Program Council under topic of governance. It would be a huge change for board to move to policy focused board. Cassie thinks we should discuss how to be a policy focused board. Richard stated that last two boards have focused on policy and it doesn’t work unless there is a Program Council. Jan wondered if the model is not workable. Discussion on the structure of board and program council. Cassie sees lack of understanding of what it means to be a policy board. Richard proposed that he, Cassie, and any other board member meet to revamp retreat agenda discussion on governance.

Richard had concerns about board’s reaction to SJA committee on gun control issue—that it may have bordered on rude. He attended the gun forum that was very successful and well done. He wants the board to acknowledge the success of the gun forum and the effort and hard work put into it. He thinks the SJA be given a note of thanks and will write a note of acknowledgment.

New Business:

Fall Follies: It is scheduled for Nov 8 and will raise funds for the sound system. Betsy made a motion to approve the special designated fund for the Fall Follies for the purpose of raising funds for sound system. Sally seconded. Motion passed.

Opening words next month: Marco

Closing words next month: Cassie

Cassie offered closing words.

Meeting adjourned.