

Unitarian Universalist Congregation at Montclair
June 21, 2016
Board of Trustees Meeting Minutes
Meeting began at 7:35

Staff: None

Members: Dorothy Sommer, Dottie Hiebing, Judith Rew, Dennis Drew, Michael Mernin, Chris Corbett, Ellen Fenster-Kuehl, Mary Moriarty, Arlene Dodge, Denise Rodgers, Jim Abramson, Sheila Eby (Secretary-Elect), Steven Mintz (Trustee at Large-Elect)

Visitors: David Bessey (representing the Transition Team)

Reading/Statement of Guiding Principles

Dorothy Sommer

Holding reality and possibility together

Check in

Adoption of May 2016 Board Meeting minutes:

Chris moved to adopt / Steve seconded / adopted

Report from Transition Team: David Bessey

We'd like to nominate Sarah Scalet to join the team because Erin Krupa is leaving to join the Search Committee. Sarah wants to get more involved and the Ministerial Transition Team has a lot to do.

Motion to accept the recommendation

Dottie moved / Ellen seconded / passed

Thank you notes

Jim and Nelia for dinner for Donna's fairwell; Gary Sanderson, Ian Kettle (Felice Celikyol's husband) for building the replica of a solitary confinement cell. Also Johanna Foster and Norma Tassej.

President's Report: Mike Mernin

Search Committee approached me; the Board needs to appoint a negotiating team that will prepare a draft of an agreement to be used when entering into negotiations with a ministerial candidate. We really want Chris Corbett. We have to appoint this committee. Three people: John Carlton, Chris if we agree, and a third person who must be from the Board.

Treasurers Report: Chris Corbett

The Good:

This year's fiscal year is done June 21st and it continues to be a difficult one.

Our expenses are fine (just \$5,000 over).

Income from the plate is good (up \$2,000 from last year).

Marketplace, scrip cards, and general fundraising are doing very well (\$500 or \$1,000 more than we expected).

Our total pledge income is running ahead of last year. And traditionally in transitions it often doesn't.

The Bad:

In May we have a \$48,000 dollar deficit. Pledges by check are down \$10,000 behind where they should be.

Short-term rentals have been a problem all year. Auction is off from where we projected.

Hopefully our deficit will be \$10,000 or less. Dennis will come back in July with a plan of where the deficit funds comes from. We can take it out of reserve or leave the books open a few more weeks. Quarterly interest payment from funds comes in after July.

For next year, we are only off about \$3,500 from our pledges. We'll make our 11% increase over this year that we presented to the congregation.

The budgeting is very conservative and I agree the budgeting process will be much better next year.

Our funds balance: Up a little bit but nothing exciting. This is reduced because we spent \$65,000 from funds and reserve funds to pay for the roof.

We have a lot of stuff hanging around the balance sheet that are never dedicated to a formal fund. They have rules; Mary WanderPolo fund of \$1,800; RE fund that is not one of our formal funds \$14,000; Ortman fund \$26,000. We need to look at these.

We need a stewardship committee that oversees fundraising, capital campaigns, long term giving. We can have someone who is our ambassador in the congregation who knows about long-term giving and is willing to help.

This is part of Justin's long-term plan that includes a Personnel Committee. There are some reasons not to have it but things that come up all the time.

Motion to accept Treasurers Report
Dottie moved / Arlene seconded / passed

Terry Cummings:

She has asked us to sign the Ministerial Fellowship Committee Statement of Congregational Sponsorship

Motion to send in form

Mary moved / Sheila seconded / passed

Board Moments: We are going to do one July 3 and August 7

Once a month a board member stands up and talks about something of particular congregational concern. Denise will do July 3; Jim will check for August.

Retreat: when and where

We have two options. Sometimes we go down to Murray Grove, cook, socialize Friday night and Saturday we work and are out by early afternoon. It's kind of rushed. The other option is we go out to dinner Friday night for informal team building; Saturday we meet at the UU and have a full day to work. It has the potential of being more productive. Which would you prefer and how early in September can we do it?

Concerns:

Dottie: I don't enjoy combining nature and work. We need a place where we can socialize a little bit. We need small round tables, etc. Or get it catered and have it at someone's home.

Mary: I'm concerned that people won't treat it as a retreat and commit to both Friday night and Saturday. We could have another Saturday retreat in November. Sunday we're here for service.

The date will be determined via email.

Interim Ministry Appraisal Document

Justin forgot to give us and now it's been sitting there a month.

Judith will send a googledoc and compile the comments. Three or four people who should fill it out.

Black Lives Support Request from UUA

How might we go about responding? They are looking for support but we don't have it. Undoing Racism could give some of their money. We could have a Sharing Our Riches collection. They are looking for support. They are trying to tie it into the GA, which is happening right now. They would like a response now.

Chris: If we pledged \$1,000 we would find a way to fund it.

Motion that our congregation pledges \$1,000

Steve moved / Dottie seconded / passed

Discussion: We need to be behind this as a congregation; and this is an urgent request; for the next however weeks it takes we're going to meet this commitment. It was originally sent on June 19. The UUA wants a gesture from us, which we can easily do.

Ellen: We should announce this to the congregation. Let them know that we as a Board are endorsing and funding this but we want this to come from the Congregation. We have pledged this in your name. A springboard to what we do.

Maybe we can have a separate collection on July 3; Denise will give the Board moment. Mike will let Justin know. The Board has already committed some money; asking the congregation to step forward.

Brief updates from the task forces:

Communications: Steve read the following statement:

The Comms Task Force makes the following proposals to the UUCM Board:
Update the website ASAP with most recent sermons and events; going forward, the site to be kept current within one week of past content
The Board has an article in every monthly Gazette
Short note inserted into every weekly email announcement

Content to be included in above updates:
Detailed budget and monthly Treasurer's update (with context)
Minutes from monthly Board meetings (by necessity a month behind because of the approval process)
Make clear that members are allowed and encouraged to attend Board meetings
Include Board email address (board@uumontclair.org)
Concerns that there was no mention of social media, nor of who could implement the proposal.

Steve explained that the taskforce was given instructions to keep it very narrow in scope without recommended who would carry this out, a question that relates directly to the website and social media. We are just defining a baseline.

Motion to adopt the Communications Aspirational Goals

Dennis moved / Sheila seconded / passed

What Kind of Board are we going to be? Dottie

At the next board meeting we will be prepared to go into more depth. It will be more of an information session. The new board members will have an orientation session. We'll be there with you. Talk about some of the things we think you should know.

Jim: It is an extremely interesting and creative enterprise.

Organizational Chart: Ellen

We have done a lot of research; we do have a schematic to show you. Our organization is "mushy" and we are having trouble defining lines of authority, lines of communication, who reports to whom. We were advised not to try to look to all the possibilities of where this should go. We are supposed to try to represent how it actually is. There is a lot of informal organization. Things got done but it wasn't written down. So it's hard to tease out. We've been going through the bylaws to see if our organization agrees with the bylaws. What I'm trying to say is where we are has a lot of questions to it. We need a half hour to an hour to present this when the ministers are present.

Facilities: Emergency maintenance done; in July they will be doing the Sanctuary floor; in the fall they will be doing a portion of the driveway.

Five departing board members:

Judith, Chris, Arlene, Dorothy, Dennis

Process observation: Chris

What a great meeting; we may not have made a lot of tracks. But we covered great ground. Issues were brought up with a sense of community. We dealt with them in conscientious ways.

Motion to adjourn:

Dottie moved / seconded / passed

Adjourned 9:36pm