**Board Minutes, April 9, 2013**

Attending: Kari Andrade, Maj-Britt Johnson, Elsbeth van Tongeren, Mary Hulett, Becky Waibel, Andrew Hennessy-Strahs, Dave Klibanow, Peter Bird, Scott Provan, Laurence Kirsch, Sally Freeman

Guests: Nato Hollister (former intern minister here)

**Welcome**

Becky lit the chalice at 7:15.

We had a moment of silence for the passing of Lanny Tucker.

Opening: Dave is board member of the month and did a reading on spring.

**Board Sharing & Announcements**

1. April Birthdays: Mary, 9th; Dave, 22nd

2. May 2 transition conversation

3. Logistics support for June Congregational meeting

**Consent Agenda**

Receipt:

Executive Committee Minutes Church Council Minutes for MarchApproval:

Board Minutes from March

Acceptance of March minutes and receipt of items were approved unanimously in a motion by Peter and second by Dave.

To be posted here:

[**http://c3h.wikispaces.com/file/view/Board%20Minutes%20Jan2013.pdf/400775708/Board%20Minutes%20Feb2013.pdf**](http://c3h.wikispaces.com/file/view/Board%20Minutes%20Jan2013.pdf/400775708/Board%20Minutes%20Feb2013.pdf)

**Board Learning—Nato Hollister**

Nato briefed the board on his efforts working with a group of people to found a Unitarian Universalist “missional” congregation in Carrboro, NC. It has received emerging status (<30 people).

From his brief:

I am working with a group of people to found a Unitarian Universalist “missional” congregation in Carrboro, NC. Our UU congregations as they are now are “attractional” congregations, in that they seek to attract members to make that congregation their spiritual home. A “missional” congregation is a smaller entity in which participants support one another in devoting to a specific mission in a specific community.

Those who want to attend a Sunday worship would come to the Community Church.

The vision of this UU mission is four-fold:

1) As a covenantal people, we have a vision of a *covenantal society.*

2) Our vision is that of religious community merged with *mutual aid society*.

3) We are a congregation in which we attempt to *build our collective ability to catalyze change.*

4) The last part of our vision is that we become a model of a different society, of the world we dream about.

**Plan**

Practically, our mission will have many facets. The five that make up the core of what we do are:

* Food justice*—growing and distributing organic sustainable food with and for the community in need.*
* Housing justice*—opening up opportunities for low-income, resident-owned cooperative housing.*
* Work justice—*operating as a sustainable business incubator, offering guidance and support for self- and cooperative businesses that serve the community.*
* Maintaining a spiritual community from which to engage in justice work—*building a web of support for those devoting their live to this work; creating mechanisms of community including practical support, covenant groups, and spiritual guidance, that open up more of our collective time to devote towards creating a better world.*
* Partnership with organizations of color—*with a vision of multiculturalism, we work to support our members in the giving of their time to our partner organizations:*

El Kilombo ([*www.elkilombo.org*](http://www.elkilombo.org)),

The Human Rights Center ([*www.humanrightscities.org*](http://www.humanrightscities.org)*), and*

The Beloved Community Center ([*www.belovedcommunitycenter.org*](http://www.belovedcommunitycenter.org)).

**Relationship to other UU congregations**

While it is important to stress that Mutual Aid Carrboro, UU is a congregation with polity consistent with our religious tradition, we wish to work in close partnership with the other congregations of the Central Cluster (and beyond). Said another way, we are not a *project of* those congregations, but seek to be *in partnership with*. Our congregation looks forward to offering trainings and workshops, social justice work opportunities, youth programming, a UU school, a tie-in to the UU Service Committee and the UU College of Social Justice and their work, consulting, and conferences/summits on UU theology, methodology, and practice of social justice.

We also, of course, need money. We have put together a three-part plan for monetary resources/funding:

1. **Start-Up funding** will come in the form of grants from the UUA, VEATCH, the UUA Funding Panel, Chalice Lighters, and District and Regional bodies.
2. **Build-Up funding** will be in the form typical for “new starts,” with support being requested from nearby Cluster congregations for a period of five years.
3. **Viability funding** is contingent on the fact that, as a missional congregation, we cannot count on a funding model akin to that of attraction congregations, wherein the budget is derived entirely from pledges. Our plan for Viability consists of pledges from our members combined with revenues from our incubated sustainable cooperative businesses. So far, plans are in the making for cooperatives in the areas of building/carpentry, landscaping, community-supported agriculture and food, an after-school program and day care that can burgeon into a school, a musical instrument store, a bakery and café, and quite a few other endeavors.

Questions from the Board:

1. How can you keep it together?

* Motivation for forming the group was so that people don’t have to move. People won’t need to move for work if we can create a structure where they can root.

2. Is there an intention to be communal (such as shared housing)?

* Mix. Looking at it for those who are interested in it.

3. What size are you?

* We have a board with 9, another 9 in covenant groups. We are asking UUA if we can be a full status congregation with less than 30 (18) since we are not aiming to be an attractional church.

4. What are some missions are you engaged in now?

* Food justice—access to local organic food, distributing extra food (through human rights center). Housing justice, mutual aid. Anti – wage theft for immigrants.

Nato would like a board member to propose that the Community Church be the Mutual Aid Carrboro, UU’s fiscal sponsor and receive checks for them until they get their 501(c)(3) status set up and that CCCH find three people who could serve as liaison to help design how the two congregations could work together in the next 3 years.

Board Discussion:

* IRS could decide that we are a conduit for funneling money.
* Maj-Britt said it is common in UUA so it wouldn’t be a problem. But it could be further explored.
* If UUA board waives the 30 member minimum, Mutual Aid Carrboro UU can get set up this summer.
* It is possible C3HU2 could be exposed to liability until they get 501(c)(3) status.
* Their mission is consistent with our mission—doing peace and justice work.
* Mutual Aid Carrboro UU is a UU congregation; it is in their bylaws.
* Maj-Britt noted Hilary Goodrich at funding panel could answer our questions on liability.

Kari moved that we be the fiscal sponsor until the Mutual Aid Carrboro UU becomes a 501(c)(3) or until end of December (whichever comes first), set up a temporary administrative fund, and make a commitment to seek to find 2 people to serve as liaisons. Mary seconded and the motion passed unanimously.

Action item: Andrew needs to contact Hilary Goodrich or another person at UUA to verify this process is standard procedure.

**Old Business**

**1. Strategic Plan Update**

Kari presented the strategic plan. She will present the 3-page highlights (Power Point) at the town hall this Sunday.

Becky moved and Peter seconded to approve the strategic plan document as submitted by Kari and the Ministry & Management team. Following a board discussion, the motion passed unanimously.

Discussion Points: It may be difficult to get the congregation enthused about the 10-page document. The information will be sent by email to the congregation. The document will be posted online for people who want to read the entire document. Kari will present a 3-slide summary at the three scheduled town halls. The congregation can give feedback. It won’t be voted on until the June congregational meeting. Budget may drive decisions in carrying out the strategic plan in the coming years.

**2. Interim Minister Search** **Update**

Mary presented an update.

Discussion points:

* Maj-Britt noted that titles for job descriptions are wrong. Maj-Britt sent Mary an update.
* Executive committee approved the submission.

Items needing Board approval:

1. Interim committee recommends regarding health insurance premiums, we go with UUA recommendation: 80% for minister and 50% for spouse.

Mary moved and Becky seconded we go with UUA recommendations for health insurance. Passed unanimously.

2. UUA recommends max of 10% of housing and salary for moving expenses or cap of $7,500.

Mary moved and Kari seconded we go with UUA recommendation of 10% of housing and salary for moving expenses. Passed unanimously.

Interim minister transition team nominations: Needs to be someone who is familiar with church, is not on the board, and not too close to existing minister. If people have suggestions, send them to Becky.

**3. Settled Minister Search** **Update**

Mary presented this update:

* New search committee met with former search committee.
* Two elected alternates attended only the first meeting. They no longer have a role.
* Budget assumption of $13,500; committee will need to address that. They will work out the mechanics of giving quarterly reports to the finance committee.

Finance Committee:

Sabbatical fund should be renamed to Ministerial Transitions fund (to be done for May meeting). Need change to board policy book.

Mary stated there will be no auditable expenditures for interim minister.

There were two proposed motions to be considered:

**Motion #1:
Regarding the Ministerial Search Budget for Fiscal Years 2012-13 through 2014-15**

The Board hereby authorizes the expenditure of up to $36,000 on ministerial search costs during fiscal years 2012-13 through 2014-15, including monies spent by the Ministerial Search Committees and by the church directly. Said expenditures shall be debited to Ministerial Transitions Reserves. Ministerial transitions expenses shall be fully recognized by the end of the fiscal year following that in which a new senior minister begins service, so that Ministerial Transitions Reserves has a non-negative balance by that time.

**Motion #2:
Regarding Financial Recordkeeping Instructions for the Ministerial Search Committee**

Each of the Ministerial Search Committees, for both the Interim Minister and the Settled Minister, shall maintain auditable records of their expenditures, including applicable documents such as receipts and bank statements. By the end of the first month of each quarter, each Committee shall provide to the Congregational Administrator complete records of its expenditures of the preceding quarter, including applicable documents; except that the documents thus provided shall be redacted by the Committees to maintain as confidential the identities of the candidates considered.

Mary would like the Settled Minister Committee to review the second motion first.

Becky moved and Kari seconded that we accept Motion 1 as stated. It passed with 2 abstentions.

Motion #2 is to be reviewed by the Settled Minister Committee. It was not voted on in this April Board meeting.

**New Business**

**1. Toxic Free NC organic gardening workshops**

Becky presented Allen Spalt’s request for a letter of support from our church board of directors for a grant proposal to the UUA Fund for a Just Society by Toxic Free North Carolina. The proposal is for hands on organic gardening workshops that are made available to communities, including communities of farmworkers, in North Carolina by Toxic Free NC.

Mary moved and Dave seconded that we support Allen Spalt’s Toxic Free North Carolina project. Passed unanimously.

**2. Proposed by-law change**

Becky did a first reading that we do not need alternates for the Settled Minister Search committee. Laurence did not agree with Board selecting some committee members as that does not go along with congregational values. Becky noted if we are to make this change it needs to go out to congregation by May 2. Kari and Dave noted the by-law changes are important, but not urgent, since we won’t be selecting another search committee for a few years. It can be delayed until another congregational meeting.

Laurence will send suggested wording to Becky who will put its discussion on another board meeting.

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**Process observation:**

1. Everything went smoothly; there was civil discussion.

2. Board meetings from now on will begin at 7.

**Action items:**

1. Laurence will send Motion 2 to the Settled Minister Committee.

2. Becky will take names for nominations for the Interim Minister transition team.

3. Andrew will call Hilary Goodrich or another person at UUA to verify fiscal sponsor process.

4. Laurence will send revised by-law text to Becky.

**Closing**

Dave read the two sets of closing words related to spring.

Adjourned 9:15 p.m.

Respectively submitted by

Sally Freeman