**Board Minutes, June 11, 2013**

Attending: Andrew Strahs-Hennessy, Becky Waibel, Dave Klibanow, Eleanor Armstrong, Elsbeth van Tongeren, Ginger Long, Kari Andrade, Mary Hulett, Peter Bird, Laurence Kirsch, Sally Freeman

Guest: Maj-Britt Johnson (during the Board sharing)

**Welcome**

Becky lit the chalice at 7:00.

Opening: Becky is board member of the month and did a reading on kindness by J.M. Barrie.

**Board Sharing & Announcements**

1. June Birthdays: Becky

2. Procedure assessment task: tabled until fall

3. August meeting dates changed: Exec Board will meet on the 13th from 5-6:30; Board will meet on the 20th from 7-9pm. Gary’s first meeting with us.

4. Newsletter deadline for July/August: June 23rd

5. Maj-Britt said her board good-bye and presented a valuable parting gift, a “Magic 8 Ball”; Andrea is acting Chief of Staff

**Consent Agenda**

Receipt:

Endowment Committee Minutes Finance Committee Motions

 Take out GAP and replace it with appropriate phrasing

Andrew moved and Pete seconded to change GAP to appropriate accounting procedures for a congregation our size.

Elsbeth moved and Eleanor seconded to accept the edited motions. Motions 1 and 3 are accepted as a first reading. Need 2nd reading. Motion was approved. Passed unanimously.

Church Council Minutes for MayApproval:

Board Minutes from May

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

Sally will communicate with Munsie to learn how to post February-May 2013 minutes and previous Board meeting Minutes on new website, linked on this webpage:

http://www.c3huu.org/our-board-of-trustees.html

**Old Business**

**1. Strategic Plan Update**

Kari presented an update. The plan was overwhelmingly affirmed by the congregation. The committee will be meeting again to discuss moving forward. One item that came out in the process is that the format for input did not work as desired under our covenant. Some members of the strategic team are burned out, in part by way in which they were treated. The Church Council and committee on ministry will work on leadership and behavior. Lilie Bonzani did a 30-minute presentation for the Church Council on respectful interaction, which was well received. There will be future leadership workshops and trainings on disruptive behavior, beginning with board and church council.

Mary gave an overview of her Space Assessment task. Gary Giles will co-chair. Mary asked at Church Council for groups with space needs to send someone to be on a Board task force to identify space needs and give specifics (e.g., need a space that can be dark for viewing slides/videos). Some money has been allotted to hire someone in January. If there is an overage from this year, it could also go into this fund. We would then work with a consultant January-June to draw up plans so that for next June’s congregational meeting we can have an outline of needs. Nothing is off the table (looking at the preschool contract, manse, etc.). Making the preschool accessible is an $80,000 expense. There are volunteers with institutional memory on the task force committee. In the board discussion, the question was posed, “Has our church put in a chalice lighter request?: We have done it before and were denied. They are usually given to smaller congregations.

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

Interim: Mary presented an update. Mary moved and Kari seconded to approve SAM Brooks as the fifth member of the interim minister’s transition team (joining Barb Chapman, Spence Foscue, Chris Hoerter, and Gayle Reudi). Motion passed unanimously.

Settled: Board’s next task in August is to approve a negotiations committee. Bob Weston will be the search committee’s appointee. Need a second person from the board. Third person can be a board member or from the congregation. Paige, Josh, and Kari have experience negotiating Maj-Britt’s contract.

**3. By-law Change Settled Minister Search**

The board discussed a proposed change to the by-laws related to the number and selection of settled minister search committee members.

By laws include 2 alternates and a slate of 7. Two alternates are useless. UUA recommends board picks the search committee: 1. Board chooses slate, congregation approves. Or, 2. Board chooses 5, congregation 2.

Mary suggested board find slate of 10+, congregation chooses 5, and board then selects the remaining 2 to fill out the committee’s needs/balance.

Discussion points:

* This is undemocratic.
* The board represents the congregation.
* The board’s composition could affect choices. Similarly, the congregation’s composition could affect choices.
* The board has investment in the outcome and knows more about inner workings, policies, and procedures.
* Because this is a by-law change, congregation will need to approve this change.

Kari moved and Dave/Elsbeth seconded that we change the bylaws as worded below to remove the two alternates and let the board choose the final 2 of the 7. Nominations from the floor were removed. Self-nominations are presented to the nominating committee.

8.1.1 The search committee

     Upon notification of an immediate or future vacancy of the ministerial office, the Board shall call a Special Congregational Meeting for the purpose of selecting a Ministerial Search Committee. The Board shall present a slate of at least ten (10) candidates.  The Board may appoint a special nominating committee to identify these candidates. From these candidates the congregation shall elect five (5) members of the Search Committee at a congregational meeting held in accordance with these bylaws.  Thereafter, the Board shall select two (2) additional members of the Search Committee from the original slate of candidates for the purpose of insuring that the Search Committee is diverse and has the necessary skills.    Elections shall be held at a congregational meeting in accordance with these bylaws...

The motion passed unanimously.

**4. Clyde Long Fund**

Scott Provan will (as a committee member) evaluate restricted funds to determine which should stay and which should be deleted/changed.

Background information from agenda:

For inclusion in the Ministry and Management Policies and Procedures.

Policy for the perpetuation and disbursement of the Clyde Long Fund.

The Clyde Long Fund was established to provide scholarships to members of the Community Church. Scholarships may be for attendance at a UU event or training e.g, General Assembly or Leadership School, or to help the child of a member with college expenses. The Fund may be replenished through special donations, a Share the Plate, or a fundraiser. The Ministry and Management team will periodically (at least annually) publicize the existence of the Fund to the congregation and, with the help of leaders on the Church Council will identify areas of need in the congregation. The Ministry and Management Team will review and approve requests for the funds.

**5. Outgoing Minister Evaluation**

Immediately preceding last month’s board meeting, board members met with Sue Sinnamon of the South East Region Unitarian Universalist Association, who conducted the Congregational Transition Exit Interview. She then sent a written summary of the questions and answers. The evaluation is designed to be filed with Keith Kron, the Unitarian Universalist Association (UUA) Director of Transitions. It may be shared with the outgoing minister (optional), shared with the incoming interim minister (optional), and shared with the incoming settled minister (optional). It is not shared with the congregation. Not all board members were able to attend the May meeting. Tonight’s discussion centered on the purpose of the document, possible completion/consensus wording, and determination of how it would be shared.

Discussion points/questions:

* Should the document reflect the meeting only, views of the board, or the viewpoints of the congregation? (It is not designed to represent the viewpoints of the congregation. There is no forum for congregational input.)
* Maj-Britt requested a meeting to discuss the document with the board.
* Should a phone call be made directly to Keith Kron?
* Exit interview document seems wasteful. Will it sit on a shelf unread?
* The Board (as independent Unitarian Universalists) cannot agree on exit interview questions and answers.
* Observation was made that board members’ assessment of Maj-Britt is comparable to the tale from India, “The Blind Men and the Elephant.” Each board member has a different perspective based on his or her background and experiences.
* Mary Hulett will be seeing Keith at GA. Recommend that Becky Waibel be the contact person to let Keith, Sue, and Maj-Britt know we will not be submitting the document.

Andrew moved and Eleanor seconded that we do not submit the written evaluation and instead designate Becky to communicate directly with Keith, Maj-Britt, and Sue. The motion passed unanimously.

**New Business**

**1. Motion to approve Laurence as Treasurer**

Peter moved and Dave/Ginger seconded that Laurence be approved as Treasurer. Motion passed unanimously.

**2. ECO Solar Feasibility Study**Hank Rodenburg andMary Hulett attended a meeting showing how nonprofits can benefit through using solar panels and accessing tax deductions. It involves setting up an LLP that individuals donate to. Evaluation was already done on our roof’s potential.

Discussion question: How long will this building work in this manner?

Response: Unknown. There is a time constraint because of the potential of current NC legislature being unfriendly to eco practices and eco tax breaks.

Mary moved and Andrew seconded that the Board approve that ECO conduct a physical and financial feasibility study for installing and operating a solar voltaic system at church and to report its findings and recommendations to the Board by September 2013. The only anticipated cost for the study may be a solar mapping fee (~$75) which will be absorbed by ECO or its members. Motion passed unanimously.

**3. Endowment Update**

Mary briefed the board on its enlightening meeting with Laurence on how current policies could have unforeseen results. Team is making progress. Jim McGaw was involved in drafting the original. Need to identify what team is trying to accomplish and how to best to do it. Mary Beth Powell is new chair; Gwen Van Ark is secretary.

**4. Sanctuary Improvement Update**

Peter explained that a broad group has been meeting for two years. Top priority is to add two racks of energy-efficient LED lights. It has an approximately $11,000 budget. $10,000 comes from music committee, including concerts. They will be borrowing $1,000 now from arts committee and concerts committee to be reimbursed in the fall through a concert fundraiser. Construction begins this month.

**5. Delegates for GA**

Nato had previously suggested a funding strategy for sending delegates to GA. In the past, we paid registration fee, but not travel and accommodations. Currently people who can afford to go pay their way. Viewpoint was expressed that if a person cannot attend all days they shouldn’t be funded. Another way to address this would be if there are more than enough people to attend the full assembly, pay for limited attendance. There are 8 spots available, 4 will be filled for the 2013 General Assembly.

Becky moved Kari seconded that the board approve four delegates to attend GA—Frankie Price Stern, Carter Smith, Mary Hulett, and Lilie Bonzani. The motion was approved with 2 abstentions.

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**Action items:**

1. Becky will communicate with Keith Kron, Sue Sinnamon, and Maj-Britt Johnson.

2. Mary will follow up with solar committee.

3. Becky will follow up with GA candidates.

**Process Observations:**

1. In our communication of the exit interview, conversation became a personal conversation.

**Closing**

Becky read an item on the pursuit of dreams.

Adjourned 9:00 p.m.

Respectively submitted by

Sally Freeman