

Unitarian Universalist Congregation at Montclair Board of Directors
Meeting Minutes

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| Meeting Date | Sept. 17, 2019 |
| Attendees | President Sue Raufer, Vice President Denise Rodgers, Treasurer Chris Corbett, Secretary Shannon Gattens, trustees, Lauren Carlton, Kitty Cullina-Bessey, Elaine Gibson, Ramona Hillenkamp, Matt Silverman, Michael Hettrick, Laura Wilson, Reverend Anya Sammler-Michael, Rev Scott Sammler-Michael. (A quorum was present.) |
| Staff/Guests | Intern minister Antonia Bell-Delgado |

| Follow-up | | | |
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| # | Action Item | Who | By When |
| 1 | Vision of Ministry- Record final and share with Danielle and Jaclyn. | Shannon | Sept. 18 |
| 2 | Vision Statement- Record final draft and share with Danielle and Jaclyn. Matt to create message for the congregation. | Shannon/Matt | Sept. 18 |
| 3 | Employee Handbook- Chris, Rev Scott and Danielle will review the benefits section and they will give that to the Personnel Committee by Oct. 1 to have it adopted in the next meeting. | Chris/Rev Scott | Before Oct Mtg |
| 4 | The executive committee should sit down with the leaders of RE before the next board meeting to allow them to speak about their perspective | Exec Committee | Before Oct Mtg |
| 5 | Hiring team: We need two additional people. The following were suggested Deb Corbitt, Janet Schiller, Hank Fandel. | Sue | Before Oct Mtg |
| 6 | Executive Session issues to be discussed further | Kitty | Before Oct Mtg |
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| Meeting Notes |
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Consent Agenda Sue 7:40 – 7:55

1. August Minutes
- 1A. July Minutes
2. President's Report
3. Family Ministry Report
4. Stock Sale Resolution

Sue moved to accept consent agenda, seconded by **all**.
Motion passed.

Rev Anya's Report

Lauren- advertisement budget. Social media will be included as well as newspaper ads.

Perhaps have representation outside of Montclair. Communications team has the list of where we post ads.

Part 4 under concerns- Denise mentioned that perhaps Rev. Anya can pull action items out. Denise said that pulling out the personal remembrances from the service changed the culture. Anya does not expect the board to manage her concerns.

Rev. Scott's Report

Laura asked about building the capital campaign task force and whether the board needed to support the campaign beyond the assigned task force members.

Vision of Ministry shared by Rev. Anya

- That engagement in the congregation will deepen across all areas of ministry, from newcomers to long time members.
- That the engagement of our members and leaders will be inward, outward and forward; that there will be a deeper integration across all of our ministry areas, especially encouraging the de-siloing of the Religious Education program.
- That an appetite for growth will be inspired.

Sue moved to accept the above pulled-out consent agenda, seconded by all. No abstentions. Motion passed.

Treasurer's Report

Chris is concerned about prepaid pledges. \$525k pledges on the books. He thinks it's just an anomaly around electronic payments, etc.

We have taken in 15k more than we have paid out. Last year we took in 75k more than we paid out.

Vote on surplus. NOTE: finance committee suggests that 23,479 some be put back into the capital campaign. \$2978 would be board discretionary funds. Denise doesn't think we should touch the reserve funds.

Sue asked why we don't put it all in the capital fund. Rev. Anya said it would be good to have a cushion for consultants, etc. Denise also said we might need legal counsel.

Orphan Fund- saving we have towards the RE program.

Lauren moved to put 19,500 in the capital fund and the rest in the board discretionary fund, seconded by Kitty. No abstentions. Motion passed.

Old Business

Next steps -- Employee Handbook? Denise feels like it's mostly done but she would like some additional information from Chris Brown around benefit eligibility. etc. Chris noted that we should be complying with UUA fair compensation- around 15+ hours for eligibility. Chris, Rev Scott and Danielle they will give that to the Personnel Committee by Oct. 1 will have it to adopt in the next meeting.

Hiring Team

We need to have a hiring team. Peter has agreed to be on that team. We need two additional people. Chris suggested Deb Corbitt, Janet Schiller, Hank Fandel. Sue will call

Status of Land Use/neighborhood property

Rev. Scott said they are working on variance protocol and they will start redevelopment. Rev. Scott talked to an attorney so we can find out what our means of redress can be with the town planning board. James Turteltaub Esq. Rev. Scott mentioned the light to the planning board- as a national historic site. Also, managing construction. What recourse do we have with regard to the street being blocked, etc. Bijou Properties is the name of the development company. Ed, John and the attorney will be included in the next meeting.

New Business:

RE DFM Timeframe- Rev. Scott reported that he asked Lily to have a report done by the November board meeting. Board will review and then the DFM search team will get feedback from the board on who/how to hire. By Thanksgiving there should be a decision on the posting. Call should be out in Dec. for a new hire. Having someone hired by April. Several people on the board were concerned that the timeframe was rushed, etc. Rev. Anya wants to hold up the fact that the RE Program already feels second fiddle. The executive committee should sit down with the leaders of RE before the next board meeting and respectfully come up with a plan to move forward.

Rev. Osterman- To discuss in closed Exec. session.

Strategic Planning

Team met in Aug. Planning on a monthly (first Tues of the month) meeting. Goals and actions team has been focused on the vision statement. They held a town hall meeting on Sunday (25 people) to discuss the vision statement. Nicole, John and Jason worked on it over the summer. Oct. 6th congregational meeting to vote for final vision statement. so they need one by tomorrow, Sept 18th, as they need it 15 days prior to the vote. As it stands after comments from the town hall:

We envision a growing, courageous, diverse and inclusive faith-based community, dedicated to feeding the spirit and developing minds, while actively expanding the pursuit of justice and expression of love.

Notes from meeting: need for more specificity, long and short description, clarity or direction, clear that we are a faith community, thriving does not mean growth, only inclusive adds a power dynamic, include concepts on educating the community and caring for each other.

What was created during the meeting:

We envision a growing, courageous, diverse, and inclusive faith-based community, dedicated to creating a sacred space for lifelong spiritual and intellectual growth. We commit to building and sustaining a loving and safe congregational community for ourselves and generations to come.

Our congregation promotes personal and mutual development—now and for future generations.

With generous financial stewardship we will care for our facilities and staff, and ensure a welcoming space for visitors and members.

We will engage with the wider community and honor our long-standing commitment to social justice with strategic action and intersectional collaboration.

Vision Statement- Denise Moved Laura seconded all approved. No astentions.

UUA Congregational Life Paula Cole Jones wants to join Oct Board Meeting via Skype from DC.

Antonia mentioned VUU with Paula Cole Jones on Thurs at 11 check it out at <https://www.questformeaning.org/vuu/>

Task Force break-out (20 minutes)

- Strategic Planning
- Transparency
- Policy Manual
- Capital Campaign

Regular session ended at 9:35 pm.

Shannon Motions to go into Exec Session Matt Seconded

Sue motioned to exit Executive Session
Denise seconded Motion passed
Exited Executive Session at 10:25

Sue Raufer and Kitty Cullina-Bessey will join a staff meeting to discuss issues raised in Executive Session.

Process Observation: Long meeting, lots got done.

Meeting adjourned at 10:27

Submitted by Laura Wilson