



**CLUUC Board of Trustees Meeting Minutes**  
**October 16, 2018**

**ATTENDANCE:**

*Board Members Present:* Rod Braña, Tod Chernikoff, Joe Merenda (Assistant Treasurer), Rebecca Nachtrieb (Secretary), Suzanne Pineau, Joan Riggs, Anne Turner (Assistant Secretary), Gail Riley (President), Linda Gianessi, Peggy Jackson (President-elect), Raj Rajendran

*Board Members Absent:* Ellen Kelley (Treasurer), Wangari Kamau

*Staff Present:* , Rev. Abhi Janamanchi. Rev. Katie Romano Griffin, Director of Lifespan RE Tim Atkins, Executive Director Jen Morley, Intern Minister Christin Green

*Others Present:* Carol Bertaut, Regina Dull, Mary Means, Jack Welch, Stu Grubman

*Participant Process Observer:* Joan Riggs

**Opening:** Convened at 7:30 p.m. with centering words, chalice lighting, and check in.

**Board Business:**

**Approval of the Consent Agenda:**

- Appendix A - Board Meeting Minutes
- Appendix B - Exec Com Meeting Notes
- Appendix C - Senior Staff report to the Board of Trustees
- Appendix D - BOT Auction Contribution
- Appendix G1 - Board of Trustees Financial Narrative 10.16.2018
- Appendix G2 - P&L v Budget 7.1.2018-8.31.2018

There was no discussion. The Consent Agenda was accepted.

**Information Gathering and Clarification - FY 28-19 Budget Shortfall - Carol Bertaut, Regina Dull, Mary Means, Jack Welch**

The annual budget has approximately \$100,000 shortfall. Tonight's discussion is to inform the BOT and prepare for moving forward in the coming years. Our guests are members of the Capital Campaign, Generosity Team, and Financial Policy Committees are represented and will present information.

Regina Dull:

Capital Campaign: 160 pledges (37% of the congregation), \$3.3 million in dollars pledged.

Annual: \$837,342, 388 pledges, 79% of the 490 pledging units. Though after reviewing units who have responded with no, or moved, or have had changes in status, the pledging units are closer to 429, making it 90% pledging. Those who have pledged are very generous. Almost 100 people are no longer available to “ask.” All who are available to ask have been asked.

Mary Means and Stu Grubman:

The data that we have now represent a true picture of our foundation. The Generosity Team is looking to develop a 3-5 year plan and multi-year pledges. We are faced with “marrying” the reality [of our membership numbers] with the services we are called on to provide. Facing this with a positive frame of mind is crucial.

Carol Bertaut:

Presented graphic illustration of the drop in the number of pledge units over the rise in the dollars pledged. However, the pledge base is always “churning.” The Financial Policy Committee (FPC) presented an in-depth analysis of the habits of our pledging units. Repeat pledgers in recent years increase have consistently increased their pledges amount. New members are also generous in their pledges.

Over the next few years, we may be looking at a pledge base closer to 400 than the 500 that we have been basing our financial planning on.

Discussion:

Is this a short or long-term issue? The annual/capital campaign process was superlative, but the results have been a surprise. The drop in pledging units has been masked by the generosity of those who pledge.

There is a point when people or family lives transition, and the church plays a different role, perhaps a reduced role in their lives. The RE program has been a driver in membership in the past. There may also be a correlation with changes in the congregation (pledges) and changes in staff. It is a new member challenge, but it is also budgeting based on the numbers that we know now.

What to do about the shortfall? We find the money or cut programs. Suggestions are:

- Visit generous donors and ask for help filling the gap.
- End of the year appeal strengthened to bring in more (in the past this brought \$10-20k more).
- Redirect capital donations, but this is not why people gave to the capital campaign.
- Close the capital campaign and take the 15% for programming, put it in an endowment, and make those funds available for use.
- Use the interest from the capital campaign funds (precedent is the Endowment Fund).
- Consider potential savings in maintenance that might be deferred due to capital improvements.
- Increase rentals and consider ourselves a business in that regard.
- Create a “500 Club” and reach out to a specific, limited group of our top givers to ask for an additional gift.

Cutting programs means cutting staff. Staffing is 80% of the budget. This is a significant concern that is masked by saying “cutting programs.”

FPC meets November 1 and will discuss options. Options will be given to the staff. Staff will return in November with options for the BOT to consider.

### **Multicultural Ministry Review a- Rev. Abhi**

We will gather 7-9 pm on Friday, October 19 and Saturday through the day to discuss multicultural ministry and its important to this context and setting. The goal is to create a common understanding of multicultural ministry. The process will be centered around a conversation about what it means to belong to CLUUC.

### **BOT Conversations - Gail Riley**

Communications have lagged. Rebecca will do a catch-up and then Anne Turner will be doing Board Matters monthly thereafter. Conversations, now titled “Up Close and Personal with the Board,” will be the fourth Sunday of every month starting October 28, 10:10 to 10:45 am. This month’s discussion will spotlight the Right Relations Report and team.

### **Rev. Sinkford’s visit**

Discussion:

We reflected on Rev. Sinkford’s visit and discussion about embracing multiculturalism. Rev. Sinkford spoke of a Board being leaderly.

### **Visionary leadership with a focus on multiculturalism - Rev. Abhi**

We broke into groups of three. What type of visionary leader are you and what kinds of visionary leadership is needed at a time like this within the church and the greater world? Based on Rev. Abhi’s presentation last month the general consensus was we need all different kinds of leaders.

Trustees -

- SignUps for Standing Committees and Tasks, Participant Observer, Closing Words.
- Comment with gusto on the Strategic Directions which is in the Board Business folder.

### **Board Decisions (include motions passed):**

#### **Process Check: Joan Riggs**

Pro: Respectful, engaged, went over on time on one discussion but made it up.

#### **Closing Words: Raj Rajendran**

#### **Adjournment at 9:30**