



CLUUC Board of Trustees Meeting Minutes
April 16, 2019

ATTENDANCE:

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

Staff Present: Rev. Abhi Janamanchi, Director of Lifespan RE Tim Atkins, Executive Director Jen Morley

Others Present: Jack Welch, Carol Bertaut

Absent: Rev. Katie Romano Griffin, Wangari Kamau, Raj Rajendran

Participant Process Observer: Linda Gianessi

Opening: Convened at 7:02 p.m. with centering words, chalice lighting, and check in.

Tim Atkins, Credentialed DRE!

Rev. Abhi shared, and the Board celebrates that Tim Atkins aced the credentialing interview. He is now a Credentialed Religious Educator! The Religious Education Credentialing Committee sent a letter acknowledging the extraordinary efforts Tim put in to meet the demands of this interview.

Approval of the Consent Agenda:

- Appendix A - Draft March 19, 2019 Board Meeting Minutes
- Appendix A1- Draft April 9, 2019 Board Meeting Minutes
- Appendix B - Executive Committee Meeting Notes 04-04-2019
- Appendix C - Senior Staff Report to the Board 04.10.19
- Appendix D - Renovation Task Force Report 4.10.19

The Consent Agenda was accepted. It was also acknowledged that Robert Essink sent a letter to Gail Riley outlining the work of AIM and Cedar Lane's role in the organization. This letter was shared with the Board in preparation for the proposed budget discussion.

Sanctuary Update - Dianne Seiffert, Charlene Zellmer, Rev. Abhi, and Jen Morley

Petition for Stay of Removal

Dona Rosa's petition for stay of removal was declined last week in Baltimore, with the reason the Rosa needs to present herself in person. Efforts are ongoing in advocacy for Rosa.

Current Focus

We are in week 19 of Sanctuary. The children live in Fredericksburg, VA, and the family is reunited here about every other weekend. While many volunteers help make this happen, it is a fragile system. It is requested that the children join Rosa on a permanent basis starting this summer. To do so addresses many needs.

Accommodations

- Turn downstairs of Chalice House over to the family.
- Teens find space in the church
- Upstairs Chalice House remains in use for the church.
- Expenses are expected to stay the same.
- Plans for summer camp for the kids are underway.
- Generous donations will help prepare the set up for the children in the apartment.

Discussion

- Rosa's Virginia apartment lease is up in June. It would perhaps be best to release it from Sanctuary expenses.
- Tim raised the question of support and cost of dedicating a room downstairs as a youth room. The youth have a sense of ownership in the current space. Diane noted that Sanctuary volunteers are willing to help in the transition.
- Agreement of the father is an ongoing discussion.
- Concern was raised about volunteer needs with the added responsibility of children. The needs will shift but plans are in the works.
- As long as the children are supervised, there is not a change in insurance coverage.

Actions needed

- Staff and youth would work out the space needs.
- Decision about the release of Virginia apartment.
- Final negotiations with the father.
- The relationship between the congregation and children to ensure that they are leading a family life, not a life defined by the church.

Suzanne moved that we agree in principle with the idea of Rosa's children joining her in Sanctuary throughout her stay with a final detail coming in the May 21 Board of Trustees meeting.

Linda Seconded. Passed unanimously.

FY 2020 Budget - Joe Merenda, Gail Riley, Trustees

Current status of FY 20 pledging is approximately \$735,000 pledged by 289 households. This is still \$135,000 below the \$870,000 in pledges on which the budget is based.

Joe presented an overview of the proposed budget for FY20. It is a deficit budget. Projected income from usual

sources such as pledges, gifts, rentals, fundraising, etc. is \$1,300,450; a \$156,339 shortfall relative to our anticipated expenses of \$1,456,789, even after making draconian cuts in personnel costs and programs.

Under current policies, no income supplement is available in FY 20 from General Endowment earnings, so it is proposed to make up the shortfall from a combination of expanded fundraising (\$45,000), an additional draw from the Memory Garden Fund (\$23,000) and taking the balance (\$88,339) from the Blumenthal Fund.

Impacts

- In just a short time, the end of FY21, the Blumenthal Fund will be depleted through program support and covering the deficit.
- Our five Senior staff will take a two-week furlough in FY 20 to help reduce personnel costs.
- The FY20 Cost of Living Adjustment (COLA) for all staff will be limited to 1%; the UUA recommends a 1.8% COLA for FY20.
- To make real progress in FY 20 toward fair compensation of staff, at least \$10,000 more would be needed.
- Programs and worship will have to be cut back in FY20 because program support is reduced \$45,000 from an already austere FY19 budget.
- There will be a further large cut in Cedar Lane's contribution the UUA Annual Program Fund in FY20.
- No funds will be available in FY 20 for capital expenses other than replacing the Chalice House roof.

Discussion

- Note that the furlough is *not* voluntary and senior staff will not be available while on furlough..
- Be prepared for UUA fair share questions.
- Thanks to Joe, Carol Bertaut, and those who prepared a document on how additional income would be applied. Different stages of restoring funding were discussed.
- The Board discussed going to the Congregation for approval to use funds from the General Endowment in FY20 and FY21, including from the endowment's principal if necessary. A specific motion requires further discussion. Items to be considered are: the indexed value of the Endowment; practices of other UU congregations; thinking about the general policy around the endowment; and how we present these issues to the Congregation.

Decisions

Linda moved to authorize spending up to \$100,000 from the Blumenthal Fund to help offset the anticipated deficit in FY20. Tod Chernikoff seconded. Passed unanimously.

Tod moved to accept the proposed budget for FY20. Joan Riggs seconded. Passed unanimously.

Executive Session

Process Check: Started on time, Sanctuary went over but it was necessary discussion, good participation and budget presentation was well done!

Pros:

Closing Words: Joan Riggs

Adjournment at 9:21.

Decisions reached.

It was moved and seconded that we agree in principle with the idea of Rosa's children joining her in Sanctuary throughout her stay with final details coming in the May 21 Board of Trustees meeting. Passed unanimously.

It was moved and seconded to authorize spending up to \$100,000 from the Blumenthal Fund to help offset the anticipated deficit in FY20. Passed unanimously.

It was moved and seconded to accept the proposed budget for FY20. Passed unanimously.

It was moved to accept the Executive Committee's recommendation to renew Cedar Lane Unitarian Universalist's employment agreement with Tim Atkins, Director of Lifespan Religious Education. Linda moved. Anne seconded. Passed unanimously.

It was moved to accept the Executive Committee's recommendation to renew Cedar Lane Unitarian Universalist's employment agreement with Rev. Katie Romano Griffin and to promote Rev. Katie from Assistant Minister to Associate Minister starting July 1, 2019. Joan moved. Tod seconded. Passed unanimously.