



CLUUC Board of Trustees Meeting Minutes
February 19, 2019

ATTENDANCE:

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

Staff Present: Associate Minister Katie Romano Griffin, Director of Lifespan RE Tim Atkins, Executive Director Jen Morley

Others Present: Jack Welch, Greg Falcigno, Stu Grubman, Jack Rodgers

Absent: Rev. Abhi Janamanchi, Rod Braña

Participant Process Observer: Wangari Kamau

Opening: Convened at 7:01 p.m. with centering words, chalice lighting, and check in.

Approval of the Consent Agenda:

- Appendix A (website)- Draft January 15, 2019 Board Meeting Minutes
- Appendix B (website) - Executive Committee Meeting Notes 02-07-2019
- Appendix C (website) - Staff Report for February 2019
- Appendix D (website) - Change to Policy Manual
- Appendix E (website) - Board of Trustees Financial Narrative
- Appendix F (website) - P&L Budget 7.1.2018 - 12.31.2018
- Appendix G (website) - Annual report from the Endowment Committee
- Appendix H (website) - Report from Renovation Task Force

There was no discussion. The Consent Agenda was accepted.

Game Night Update - Linda Gianessi Everything is ready. We have taken in \$455. Twenty-seven individuals and nine families have preregistered.

Generosity Team - Stu Grubman, Co-chair of the Generosity Team

Board members were asked to set an example in making our pledges early. Generosity Team members will be visiting Ministry Teams to talk about the importance of pledging. The average pledge at this point is over

\$3000, but larger givers pledge early so this is likely to go down. A large effort is being made to move into a digital system and promote more online giving.

The board is encouraged to ask others, kindly, “Did you make your pledge, yet?” We need everyone to pledge *something*. We have fewer units so we need everyone to give. The pledge drive will finish in February, but more work will be done in March to reach out to people who have not yet pledged.

Governance Chapter 8, Life after Governance Change - Greg Falcigno

Governance Committee member Greg Falcigno presented key information from Chapter 8 of *Governance and Ministry*, Second Edition. This topic was well suited for this time of year as we set priorities for the next church year. We are cautioned to keep the list short, focused, and visionary.

We were also asked to look for “markers” of white supremacy or a closed culture that does not allow for other voices in our Board proceedings. On Monitoring, take care not to burden those who report and consider ways to make reports meaningful, such as reporting on how goals are being met.

Budget Priorities 2019-2020 - Gail Riley, Joe Merenda, Rebecca Nachtrieb

Joe Merenda provided information on our financial picture looking at fiscal years 2020 and 2021 (moving toward a two-year budget). Three considerations:

1. We cannot reasonably expect to get pledge amounts in 2020 as we hoped for in 2019 (and which had a shortfall of \$95,000). In the past, we were overly optimistic about what we would get in pledges. There has been a loss of older, highly generous members. It is estimated that the next budget will be recommended at \$60,000 less than the current year.
2. The Endowment Committee reported that the value of our Endowment is below the \$1.78 million that is considered principal. It is the practice that interest earned on the principal is available to be applied toward our operating budget. This year, without changes to policies or a vote by two-thirds of the congregation, there will be no return on the Endowment to add to our budget. The church investment fund was tapped out for the shortfall this year. So, there is nothing available to apply toward our 2020 budget from these two funds.
3. From the Financial Policy Committee (FPC), there may be some funds within the scope of the Kiplinger and Blumenthal funds from which we can receive some contributions, but they will not make a big difference.

Discussion:

There are several places to look for other streams of income, but we have run a deficit for many years, and this is an opportunity to right-size our budget for the congregation we now have. If the reduced income on pledges is a trend, using other funds to add to the budget is not a responsible long-term strategy. Can we draw on the 15% from the capital campaign fund as was originally stated? It may be early to calculate the 15%. We were reminded that the interest from the Endowment Fund has historically been used for building upkeep and repairs. That will not be the case in the coming fiscal year.

It is important to engage the congregation in this conversation so they understand what is before us. The FPC recommended that 8 weeks from now, the Staff and Board (with FPC’s support) have a meeting with the congregation so there is not a huge surprise when the budget is shared at the June Annual Meeting. This will be considered in the March meeting.

Setting Priorities

The trustees participated in a process to set priorities that will guide the staff in creating next year's budget. Choosing from 12 areas set in Vision 2020, the trustees discussed priorities that rose to the top after an initial vote.

Linda Ginanessi moved that the Board of Trustees direct the Staff to consider priorities number 1, 2, and 11 for the fiscal year 2019-2020 budget. Joan Riggs seconded. Passed unanimously.

- 1.Cedar Lane has effective programming and outreach for each level of the membership spectrum.
- 2.Cedar Lane has vibrant intergenerational, multicultural, and accessible programming.
- 11.Cedar Lane has adopted a culture of generosity in which participation and volunteering have increased.

Board Membership

Ellen Kelly submitted her resignation from the Board as she focuses her energies on her health. The resignation was accepted, and Joe Merenda, assistant treasurer, will take up the position of treasurer for the remainder of this church year.

Current members-at-large who are in line for President-elect are unable to accept the office in the coming year. Due to changing work responsibilities, Wangari Kamau will resign from the Board as of July 1. She will continue to be welcome at the table and her views and opinions sought. Her replacement will be in consideration for President-Elect.

Impact of Sanctuary

Sanctuary has required a great deal of staff time and focus. Staff is still learning all that is required and working through this new and long-term commitment. More Cedar Laners are volunteering. We are getting excellent and positive media attention. People have come to church because of Sanctuary. Funds for Sanctuary are coming from many sources.

Process Check: Wangari Kamau

Started off well at 7:01. Governance went over a bit more. Budget finished well over time. There were multiple documents in the packet. When someone was confused we did not move forward until it was cleared.

Closing Words: Tod Chernikoff

From Clark Dewey Wells, *To Pass the Peace*

Adjournment at 9:35

Decisions reached

It was moved that the Board of Trustees direct the Staff to consider priorities number 1, 2, and 11 for the fiscal year 2019-2020 budget. Passed unanimously.

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