



**CLUUC Board of Trustees Meeting Minutes**  
**March 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:* Rev. Abhi Janamanchi, Rev. Katie Romano Griffin, Director of Lifespan RE Tim Atkins, Executive Director Jen Morley

*Others Present:* Sandy Dawsey, Jack Welch

*Absent:* Rod Brana

*Participant Process Observer:* Linda Gianessi

**Opening:** Convened at 7:00 p.m. with centering words, chalice lighting, and check in.

**Approval of the Consent Agenda:**

- Appendix A - Draft February 19, 2019 Board Meeting Minutes
- Appendix B - Executive Committee Meeting Notes 03-07-2019
- Appendix C - Staff Report for March 2019
- Appendix D - Board of Trustees Financial Narrative for 3.19.2019
- Appendix E - CLUUC P&L v Budget 7.1.2018 - 1.31.2019

A few questions of clarification were raised and addressed. The Consent Agenda was accepted.

**Board Leadership - Gail Riley and Peggy Jackson**

Margaret (Peggy) Jackson is President-Elect, and in accordance with the Board Policy Manual, Gail opened the floor to other nominations for President-Elect. No other nomination was heard. Joe Merenda moved to elect Margaret Jackson as President for 2019-2020. Joan Riggs seconded. The motion passed unanimously.

Tod Chernikoff has agreed to be considered for the President-Elect. He will first be nominated for an extended term at the Congregational Annual Meeting, and then be nominated as President-Elect by the Board.

## **Budgeting for FY 2020 - Rev. Abhi and Staff**

- The three priorities provided last month were considered as the staff approached creating the 2019-2020 budget.
- The staff also considered moving forward with the Board's commitment to move the staff closer to fair compensation.
- Finally, the staff also focused on what will it take to engender a culture of generosity.

A draft, aspirational budget was presented for dialogue and discussion. The draft budget is not balanced, with expenses higher than income.

### *Data Shared*

Jen shared a document showing staffing levels for large UU churches in the DMV area. CLUUC is on par. Jen also shared pledge data from local UU congregations. CLUUC's average and median pledge are third from the bottom list of seven churches. There is also a potential study that compares our staff salary with UUA guidelines. It has been difficult to get information about salaries in the local churches. It was suggested that if congregants understood that our staff compensation is low, they may be more generous.

### *Discussion*

Increases in fundraising, more information about where the church stands financially and where we stand compared to pledge data from other churches could be useful to the members. However, some people feel like we're always asking for money. Givers in the top quartile continue to give generously. These are also generally people who give a good deal of their time to the church. Givers in the lower quartiles are not as generous or engaged. However, the average of our new members' pledges much higher than the other congregations.

This year, there will not be income from the Endowment Fund as we have in the past. Cedar Lane has to find a way to increase the income from pledges. This has been a subject of the Board for years, but it has been historically difficult to talk about money and generosity at Cedar Lane, and things have not changed.

It was suggested that our campaign needs a human approach with stories about specific needs that touch people.

This budget will be reviewed by the Financial Policy Committee at the end of March. We will wait to see what input they have and continue the discussion at the special April 9 meeting. The Board is considering a congregational meeting on April 14 to share information about the lack of using the Endowment Fund, and the comparison of pledging and staffing among other congregations.

### *Blumenthal Funds*

The Blumenthal Funds were given without restrictions. The Board at the time the gift was received, designated where the funds should be spent. The Board could also remove those designations and use the funds to help with the deficit in the proposed budget. However, the amount available does not come close to addressing the deficit.

## **Auction 2020 - Peggy Jackson**

It is time to determine the Board's contribution to the November 2 auction item. We can repeat game night or something otherwise. Game night was very successful. Joan Riggs will poll the at-large members to see what they suggest for next year's auction donation.

## **Executive Session**

### **Process Check:**

**Pros:** We did well, started early on the budget, went over but extended. Conversations were respectful and did not talk over one another.

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

### **Adjournment at 9:13 pm**

### **Decisions reached.**

Joe Merenda moved to elect Margaret Jackson as President for 2019-2020. Joan Riggs seconded. The motion passed unanimously.