

**Minutes
Board of Trustees Meeting
Emerson Unitarian Universalist Church
June 23, 2015**

Following a fine meal supplied by Mike Condit, the meeting was called to order at 6:58 pm. Present were Board members Richard Loftin, Mike Condit, Barbara Crotty, Craig Miller, Victor Koosh, Kris Taylor, Business Administrator Karen Van Horn, Director of Religious Education Katy Carpman and Board secretary, Mary Ann Stanley.

Chalice lighting and a reading by Katy Carpman opened the Board meeting. Mike Condit was thanked for a delicious dinner.

Barbara Crotty moved to approve the **minutes of the May Board** meeting, seconded by Mike Condit. The minutes were approved by unanimous vote.

Consent Reports

Welcome to New Members – three new members this month: Kathleen and Richard Dixon and Sarah Rossmiller.

The Ministers' Report was in the packet as they were attending the UU General Assembly in Portland, OR. A major point in the report was the need for many volunteer on July 11, wedding day.

Director of Religious Education Katy Carpman reported on the beginning of the summer religious education program. She is still working to make sure that all the classes are covered.

- Will also be preaching in June.
- Will be on vacation in July after the wedding Saturday.

Karen Van Horn: After an explanation from Karen, Kris moved, Victor seconded a motion to transfer \$76,052.47 from Schwab Endowment account to Schwab Designated Funds account to fund Board approved Outreach and Reserve Fund as voted at the June Board meeting. The motion passed unanimously.

- Need to move money from Endowment to April Operating Account
- Total income and expense figures: Not looking at summer of shortage.
 - May 2015 income \$ 80,328
 - May Expenses 64,329
 - May **Surplus** 15,936
 - **2015 Surplus** \$ 66,427
- In response to question she assured the Board that our financial status is still quite good, especially since we still have money left from last year. The church is operating on budget or slightly under. However, she cautioned, our budget line for major repairs in and around the building is depleted or will be shortly.

Liaison Reports

- **Treasurer:** still need; Richard has in mind a replacement for Billye Smith but it's still in negotiations.

- **Adult Ed:** David May will co-chair. Mike will be able to handle presidency of the Board as well as keep up with Adult Ed. The program for next year is very nearly completed.
- **Membership:** Barbara Crotty reported that Sean Collier will be able to revise our web site. He has had much experience in web design, and with the backing of the committee, is planning on a more “edgy” layout. The content will also be easier to navigate. The membership committee is having a New Member Breakfast Sunday, June 26, 9 – 10:45 in Schweitzer Hall for all the people who joined in the last year. The Board is urged to attend.
- **Outreach :** Victor Koosh brought the message back from the Outreach committee which was given the job of determining which agency or cause shares the plate with Meals on Wheels each week that they decline to take the responsibility if the process remains the same; i.e. the relatively small amounts are passed out to twelve different agencies/causes each year. The Outreach committee would like to leverage our donations as challenge grants to other faith denominations. How do we make our money do more? The discussion of the Outreach committee centered on the Harris County Hospital District proposed shut down community clinics because of money shortage. More research will be done on the feasibility of our fostering a city wide challenge to keep the clinics open.

New Business:

Search for music director

Bonnie Rosensteel has resigned as choir director, citing the expanded duties assigned to her of supervising the orchestra and the instrumentalists that added up to a full time job. Karen pointed out that all staff does more than 40 hour week. Victor lamented that we “have money to buy things; we should have money for the people who work for us.” Richard replied that every one of the Board would like to pay our staff more, but the problem is meeting our obligation - keeping up the increased salaries for all our staff.

The question was asked if the job description need to change to include the expanded duties and the board was assured that the job description was up to date. Barbara Crotty, Andy Andrews, Stephen Lipp, Mark and Becky Edmiston-Lange comprise the search committee.

A former Emerson Assistant Choir Director has applied for the job as well as two outside persons. The recommendation by the ministers that a “modified” standard search process by which the “known” candidate is considered first and hired immediately if found suitable was proposed. If not hired, then the standard procedure would be used to interview the two additional prospects.

The members of the committee were approved by unanimous consent.

After a considerable discussion, Barbara moved that the job of music - choir director at Emerson be filled using our standard interview-hiring process, including the participation of a member of the personnel committee; Kris seconded the motion. The motion passes without dissent. Because the salary is already in the budget, it stays the same for now.

Job description: We asked for and got a much better program while Bonnie was the choir director. The current description does not recognize that Bonnie also supervises band and piano/organist. Vic moved that the personnel committee update the job description based on what Bonnie is actually doing, Craig seconded the motion and it passed without dissent.

Old Business

The Wedding Project: Because of the possible road blocks July 11 may not be realistic; we will ask Joy to be our public spokesperson during the wedding time.

The **summer schedule for newcomers** from the Board was distributed. The answer to the question about other duties that morning other than the welcome was answered in the negative.

TXUJMJ rep (replacement for Gavin Mason) on the hunt again (still).

The Interfaith Ministries: The fund raising to complete the \$25,000 pledge can be spread over five years. Mark turned in the pledge this week. We will also see how people can get a match from their employers and have Emerson get the credit.

How we **define a member** more inclusively is very important and will be on the agenda for the Board retreat.

Board Retreat: Still scheduled for August 29.

Closing reading by Katy Carpman.

Adjournment

Respectfully submitted,

Mary Ann Stanley
Board Secretary