

**WSUUC Board of Trustees  
Fireside Room  
January 23, 2020; 6:30pm**

Approved Minutes

**Trustees Present**

Joe Schafer - President  
Daniel Ang – Vice President  
Carolyn Brown – Secretary  
Lois Riemer  
Chann Spellman  
Gary Kustis  
Karen Auer  
Sarah Soper  
Mimi Mayer – Ex Officio

**Staff Present**

Rev. Anthony Makar  
Rev. Chris Long  
Meghan Ross-Bogges  
Suehana Kieres

**Members**

Jeff Stager  
Jen Wynn

**Consent Agenda**

- Minutes
  - Correction to Names
- Senior Minister's Report
  - Child Care Center Advisory Committee
  - Pledge Drive
- Justice Minister's Report a
- **Motion: Daniel moves to accept consent agenda, Karen seconds motion.**
  - **All in favor**
  - **No Opposed**

**Black Lives Matter Banner**

**Anthony and Joe**

- Rocky River has said the banner must be removed by February 1<sup>st</sup>
  - City has said that an increasing number of other people are displaying banners and when asked to remove them, they say that the church has one.
  - Banner has history and symbolism to this congregation
- Joe has spoken to the Rocky River Law Director, Building and Grounds Committee, congregation members

- Possibility of permanent sign?
- What are examples of the businesses that have had banners?
- Joe was told by city building department that it could remain up during February
  - May be able to keep up banner while creating permanent sign
- Proposed town hall meeting to present and discuss with congregation.
  - Meghan would like to include the older youth in the town hall

### Finance Committee Report

Jen Wynn

- Highlights
  - \$40k for Justice Ministry was planned for in budget
  - Enrolled 18 new children in childcare center, at capacity
- Lowlights
  - Rentals under budget about \$3000
  - Weddings on budget
  - Contractual rentals lower

### Proposed Organizational Structure

Lois and Anthony

- Drawbacks of current organization structure
  - Current organizational design is loose
  - Dispersed leadership groups (60+) mean everyone can't get on the same page
  - Lack of clarity on where leaders/teams belong, and permissions needed
- Proposal
  - Introducing lay ministers, coordinating team and councils to current staff, board and committees
    - Structure is adopted from other large congregations
    - Lay ministers would differ from current program that is administered outside church.
      - Possibly use a different term than "lay minister" to better describe role.
        - Managerial role
        - Have skills to bring to teams

### Policy on Disruptive Behavior

Policy Task Force

- Change in definition of disruptive behavior to "degrading experience of the church"
- Clarification in Board responses
- **Sarah moves to adopt proposed Policy on Disruptive Behavior, Chann seconds motion.**
  - Discussion to change "escalating" to "progressive"
    - "The Board, in consultation with the Senior Minister(s), has four options of progressive action. The Board may start at any option:"
    - Change "The" CARE Covenant Team to "A" CARE Covenant Team
    - **All in favor with amendments above**
    - **None opposed**

### Policies on Board Governance, Delegation to Staff, and Guidance and Limitations

Policy Task Force

- Review policies for next month

### **Board Covenant**

- Change wording in paragraph 4, “share information important to the functioning of our church”
- **Motion: Lois moves to accept proposed Board Covenant, Gary seconds.**
  - **All in favor,**
  - **None opposed**

**Closing**

**Karen**

**Closed Session**