

UUPCC Board Meeting
Friday, November 15, 2013
Minutes

Members Present: Kelly Crocker, George Davenport, Jennifer Emrich, Ann Gary, Eileen Higgins, Beverly Moore, Cathy Perry, Diane Rollert, Gary Smith, Dick Van Duizend, Executive Director Cathy Cordes

Members Absent: Roger Bertschausen, Bruce Johnson

Also Present: Margot Fleischman

A meeting of the UUPCC Board was held by conference call on November 15, 2013. Chair Smith called the meeting to order at 12:05 pm.

Van Duizend (M), Gary (S)

Voted: to approve the minutes of the October 4, 2013 meeting.

Treasurer's Report

Cordes circulated the Treasurer's report in advance of the meeting. Cordes noted that Annual Appeal donations are coming in. There are no big surprises in any of the expenditures, While the balance sheet for the month shows a big negative, things are looking good for the year.

Smith reminded Board members to contribute to the Annual Appeal right away. Cordes also mentioned that a member sent a nice note praising Smith's Annual Appeal letter.

Chair's Report

Smith reported that he has been working with Cordes primarily on the Uganda situation.

Executive Director's Report

Cordes reported that we have a new partnership – between First Universalist in Denver, CO and Bicutan – it is the first new Philippines partnership added in a long time. The Bicutan congregation is in a very poor part of the city. Their new minister is Tet Gallardo, who is wonderful. First Universalist has a partner in Transylvania as well.

Cordes is also in conversation with the minister from Peoria, IL who has a good group there to champion partnership. They are looking for a partner in either Transylvania or Hungary.

Cordes has been wrapping up the reports from her trip to India, and also put in two requests for programs at GA (a worship service and a panel workshop to discuss theology). The GA committee has informed Eric Cherry that the International Coalition will not have a worship service during a plenary this year.

Travel Report

Ann Gary highlighted the report that she sent out to the Board. The information she circulated was just a subset of the raw data from the travel surveys and has not yet been analyzed. The important take-away is that the response from travelers continues to be very

positive, although there are always ways to learn from them. We will take the feedback and move forward with improvements. John Dale will be at the Board retreat in January so there will be ample opportunity to talk in detail about the travel program.

Endowment

Higgins reported that one of the action items that came out of the meeting with Suzanne May was to engage with people who are or have been active in the organization to generate content – to allow us to use the words of the people who know UUPCC best. A brief survey was sent out to all past and present Board members. One of the interesting things Higgins noted was that about 40% of the responses to the question of how they encountered UUPCC was through travel. This reflects the potential to leverage the travel program for future fundraising. **Smith reminded Board members to respond to the Endowment survey.**

Winter Conference

Fleischman reported on the progress with publicizing the Regional Conference in Bedford on January 18, 2014. She has emailed the publicity brochure for Board members to circulate as well as a draft program to review.

Uganda New Life School

Smith explained that a memo from Cordes was circulated earlier this week recommending that UUPCC cease to be the fiduciary agent for the Uganda New Life School relationship, due to lack of compliance with the terms of the MOU. Davenport requested that a vote on this be delayed until the next meeting to give Tulsa an opportunity to brainstorm some solutions to the situation. Cordes explained that there are multiple parties to this situation – Tulsa is partnered with the Kampala UU Church and is also a member of the NLS Consortium. UUPCC, however, is in relationship with the New Life School Steering Committee through the terms of a MOU, and UUPCC is the fiduciary agent for the Consortium.

Board members stressed that UUPCC should model a good process for dealing with partners and giving the Tulsa and other members of the Consortium more time to digest this situation and move ahead deliberately makes sense. Cordes noted that the Executive Committee of the Consortium meets about every two months, and that members of the consortium are aware of the concerns. There will be a Consortium Executive Committee meeting next week. After lengthy discussion, Chair Smith concluded that the Board will delay decision until the December meeting. In the meantime, no money will be transferred.

Amendments to the Personnel Policy

Van Duizend explained that as Cordes researched the insurance options for the personnel policy, she looked at the medical insurance policies the UUA offers, and several questions arose. To address these questions, Van Duizend drafted three amendments to the personnel policy:

- *Who should select or approve the policies that the UUPCC offers to employees?* – the proposal is that the Personnel Committee should be responsible for this.
- *What should be covered for employees who are eligible for Medicare?* – the proposal is to reimburse them for a set percentage relative to Medicare, not Medicare Supplements

- *When should the benefits go into effect (i.e., should there be a waiting period)?* – the proposal is to offer benefits on the first day of paid employment.

Van Duizend (M), Gary (S)

Voted: to approve the amendments to the Personnel Policy proposed by Van Duizend

Other Business

Chair Smith requested that Board members circulate by email any reports they were unable to give today due to time constraints.

Future meeting dates:

Dec. 13

Winter Board Meeting: Jan 15 – 18, 2014 in Bedford MA

Meeting adjourned 12:59 PM.

Submitted by Beverly D. Moore, Secretary

Approved by the Board, 12/13/13, bdm