

UUFCO Board Meeting
April 19, 2022
Location: Conference Room, UUFCO

Attending: Daelene Schwartz, Laura Voisinet, Fletcher Chamberlin, John Lawton, Grace Kennedy, Ella Chatterjee and Rev. Scott Rudolph

Guests: Amy Falkenrath and Sallie Neillie via Zoom

Called to Order: 4:05p.m.

Minutes written by: Ella Chatterjee, Recording Secretary

Consent Agenda. Fletcher moved to accept the agenda for the April Board meeting and to approve the March 15, 2022 minutes. Laura seconded the motion and it passed unanimously.

Leadership Development Committee (LDC) recommendations. Amy presented the recommended nominees for the Board positions of Vice President and Member at Large. She also presented the recommended nominees for positions on the LDC. Amy discussed the backgrounds and qualifications for these nominees and indicated that the announcement of nominees would soon be announced to the congregation.

The Board thanked the LDC for coming forth with such excellent nominees.

Finance. The estimate for the current year is for a surplus of \$20,563.

For next year, the very preliminary budget shows a surplus of \$10,300. Major assumptions in this preliminary round include:

- Pledge income of \$450,000, about equal to this year and below our pledge goal of \$465,000
- Rental income of \$60,000, above what we think is possible for this year, but below the budget we originally set for the current year.
- A preschool rental income increase, as they want to use more space.
- Compensation increase of 10%;
- An increase in Social Justice spending from \$12,000 to \$14,000.

There is a lot of detail work to be done, but the net result is that we have a reasonable chance of being in the black for both this year and next, and we should be able to fund priorities such as staff compensation and social justice.

Stewardship. The Stewardship campaign ended with approximately \$431,000 in pledges, falling short of the \$465,000 goal. It was noted that although pledges came in above the goal in the last two years, this was unusual. In past years, pledges have more commonly come in at or below the goal. The committee has sent thank you notes to all the major donors and is planning an event to acknowledge these donors.

Tom Moore will continue as the Chair of the committee and there is a need to find someone to Co Chair with him.

The Board thought that it would be good to have a meeting to review the process for Stewardship campaigns and to consider the vision for future campaigns. Laura, Fletcher and the new Vice President should take the lead in this effort. The purpose of such a meeting would be to look to the future of Stewardship and not to consider the strengths or weaknesses of the last campaign. The time should be right for such a discussion because the congregation has recently completed the listening sessions. Meetings will be taking place to let the various committees know the values and ends that have emerged from the listening sessions and to encourage the committees to think of their work in the context of these values and ends.

Personnel. Nothing new to report.

Facilities. There is possibly a leak in the HVAC system which has been setting off alarms. The system is being monitored to see if this is the case. If there is a leak, this could be an expensive repair.

Endowment The committee presented a successful Zoom seminar in estate planning. The lawyer who gave the seminar has offered to present another one in person and consideration of that offer is underway.

The committee has turned to LDC to seek a replacement for two positions on the committee that are currently empty.

Minister's Report. The Safe Parking project is going forward. There was a meeting with the day care center and as a result a letter will be going out to parents explaining the Safe Parking plan. The plan would begin with two individuals in the parking space here. Anna, the director of the center, thinks the plan will go through this time.

Staff and others have remarked that our name, Unitarian Universalist Fellowship of Central Oregon (UUF CO) is complicated and sometimes awkward to say. A suggestion was made that we should consider a name change. This would not mean discarding UUF CO, but adding a simpler name to it such as All Souls, for example, as other UU churches have done. The Board agreed that we should start a conversation with the congregation about a possible name change

Proposed Membership bylaw change. Chela Sloper and Amy Brock presented a written proposal to change the membership bylaws to allow those under the age of 16 to become members if they support the work and activities of the Fellowship. The proposal was the result of numerous conversations about providing a path for membership for enthusiastic young people under the age of 16.

The current language of the bylaw is:

3.01 Individuals who are at least 16 years of age who support the work and activities of the Fellowship may become members. All persons, regardless of race, color, sexual orientation, gender identity, disability, citizenship status or national origin, are welcome.

The proposed language is:

3.01 Individuals who support the work and activities of the Fellowship may become members. All persons, regardless of race, color, sexual orientation, gender identity, disability, citizenship status or national origin, are welcome.

Fletcher moved that the proposed change be presented to the congregation for voting at the annual meeting in May. Grace seconded the motion and it passed unanimously.

Supporting document. Written proposal presenting the rationale for this change in bylaw.

Policy on Minister Evaluation. The proposed policy is as follows:

“An evaluation of the UUF CO Minister and Ministry should take place every other year. The purpose of this review is to determine how priorities established by the congregation, Minister and Board are being met.

The reviewing group is a Board appointed committee. This committee will include the Minister, Board Past President, Board Personnel At-Large Member, and one other non- Board member selected by the entire Board. Findings of the Review Committee will be shared with the congregation.”

Grace moved to accept this policy. The motion was seconded by Daelene and passed unanimously.

Updating policy changes. Policy changes have not been updated on the website for quite some time. The way the website is currently configured makes updating a complicated procedure. The Board decided to ask for a volunteer from the congregation who would be willing to devote 15 to 25 hours to setting up a new web design that would make it easier to update policy changes as they occur.

Meeting adjourned: 5:55pm. .

The Board reconvened in Executive Session at 6pm.

Next meeting: May 17, 2022 4pm, conference room at UUFCO