

UUFCO Board Meeting

Date: November 16, 2023

Location: Large Conference Room at UUFCO, Zoom

Attending Members: John McKee, Heather McNeil, Robert Hedeem, Grace Kennedy, Jaz Halberstadt, Laura Voisinet, and Scott Rudolph

Guest Attendees: None

Called to Order: 5:00pm

Opening Business

The Board: Laura Voisinet (past president, liaison to Auction and Policy Review), John McKee (president), Heather McNeil (vice president, liaison to stewardship), Grace Kennedy (at-large, liaison to personnel), Robert Hedeem (at-large, liaison to facilities), Mark Hickman (treasurer, liaison to finance), and Jazlyn Halberstadt (secretary, liaison to endowment)

Consent of Agenda: Approved

Approval of October Minutes: John called for approval of the minutes, it was approved unanimously.

Committee Reports

Finance Report: In regard to the memorial birds, Grace moves to have the proceeds (sales) of the memorial birds go to the art procurement fund. Jaz seconds the motion. Passed unanimously. Over email on 12/8, the Board voted via email to authorize signing the final contract for our memorial birds, and paying up to \$10,000 from the Art Procurement Fund to the artist for this finished work. The contract is for \$9230, but with some provisions for overage if materials costs increase.

Personnel Report: We have several new employees including Kim Hasson (bookkeeping), and four new employees to help with staffing events: Jared Hering, Mari Breman, Stef Jenkinson, and Paloma Castro. Leora has asked Grace to help review the new UUA human resources guidelines and make sure the UUFCO policies/employee handbook is in alignment with the UUA guidelines.

Facilities/Building/Grounds Report: AV work should be starting soon. The Bend Fire Department has come to help evaluate the grounds. We are working on getting certified as a "FireWise" community. Solar glitches are almost finished, but still getting worked out, and all solar pledges were paid!

Endowment Report: Nothing new to report, our next meeting will be in January.

Stewardship Report: Meeting at the end of October. The messages they want to share are going to center on emotions and feelings. Deadline for printing is usually in early January.

Minister's Report: RE is fairly full, we are leaning toward splitting the lower elementary class into two groups. We need to work on how we support and engage our parents and families into the RE program. Widening the Circle is starting with the year-long conversation around Article II. Marty Rudolph is helping Rev. Scott revamp the adult spirituality classes. Rev. Scott met with the UUFCO Redmond contingent and had a great visit. They are a very active group. XYZ group renamed themselves to GenXYZ, and there is some new energy. Shoutout to the parade! 16,000 was left-over from sabbatical funds, and Rev. Scott is proposing staff bonuses for spending part of that money to show what an amazing job our staff did while he was away on sabbatical. Heather moves to spend 1,000 on each of our core 6 staff members for bonuses from the left-over sabbatical funds. Grace seconded. It passed unanimously. Mark clarified via

email that the \$1,000 bonuses were in fact “net” pay, and that the church would cover the taxes (estimated at another 1,000 for all six bonuses). John moved that the church would cover the costs of the taxes so each of the 6 staff members received \$1,000 (net pay) as a bonus. It passed unanimously via email vote.

Policy Review

- 1. UUFCO Policy on Employee Handbook section 10.1 on Health Insurance**
 - a. A resolution was proposed to allow more flexibility on health insurance, and it has a no cost impact on UUFCO.
 - b. Grace moved to approve the resolution as proposed. Laura seconded the motion. Vote passed unanimously.
- 2. UUFCO Policy on Activities of UUFCO with Revenue or Payments for Services of Leaders**
 - a. Resolution was proposed to move this to a fiscal policy with no change to the language in the document.
 - b. Bob moved to approve the resolution as proposed. Laura seconded the motion. Resolution passed unanimously.
- 3. UUFCO Policy on Non-Monetary Gifts**
 - a. Resolution was proposed to keep the integrity of the document while also cleaning-up the unnecessary verbiage such as “new”.
 - b. Grace moved to approve the resolution with the edit to remove unnecessary language such as “new”. Bob seconded the motion. Resolution passed unanimously.
- 4. UUFCO Policy on Review of Insurance**
 - a. Resolution was proposed to help align language between our Insurance Providers language and our Review of Insurance Policy so that it clarifies who is covered by our liability insurance.
 - b. Grace moves to approve the resolution as proposed. Heather seconded the motion. Resolution passed unanimously.
- 5. UUFCO Policy on Firearms**
 - a. Resolution was proposed to clarify and add language so that even those with concealed carry permits are prohibited from carrying firearms in UUFCO.
 - b. Grace moves to approve the resolution as proposed. John seconded the motion. Resolution passed unanimously.
- 6. UUFCO Land Use Policy**
 - a. Resolution was proposed to adopt a new “Land Use Policy”. Discussion took place around the specific language in the “Land Use Policy”.
 - b. A decision was not made, and will continue to be worked on in the coming month.

Updates

Safety in Places of Worship: Heather met with Chass from homeland security. He had an 80 page document with recommendations and observations. He said this work is a 5-7 year project, and suggested working on specific projects. The first official meeting of the safety team will be held next week. He stressed that the plan should be kept confidential, and should be

locked away when not in use. Safety and security will cover more than just active shooter concerns.

Additional Discussions

Gratitude and Appreciation Task Force: Laura is asking for support on this task force. There are some bigger questions we need to consider and Laura will ask through email for our nominations.

Next meeting: December 21st, 2023 2:00-4:00pm UUFCA Conference Room