

## UUFCO Board Meeting

Date: March 21st, 2024

Location: Large Conference Room at UUFCO, Zoom

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

Guest Attendees: Diane Darling

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:** Hearing no objections, agenda is approved

**Approval of February Minutes:** Hearing no objections, minutes have been approved

### Committee Reports

**Finance Report:** There is a finance committee meeting, with a deep-dive into the budget for our next fiscal year, on Tuesday, April 9th at 1:00. Highlights: rental income is higher than projected. With the closing of restricted funds, the social justice fund is looking to spend their restricted fund by the end of this fiscal year, if they don't, it will be rolled into the minister's discretionary fund.

**Personnel Report:** Excitement from Leora Mauck on the advertisement of the new administrative assistant. Adam Braham came to introduce himself, he is Parker's replacement.

**Facilities/Building/Grounds Report:** Bob researched the problem with our gathering hall's great doors and why they have been hard to move. They have been lubricated with dry graphite, and are rolling much smoother than they were. See the supporting document for more details.

Additionally, the playground can be improved and worked on for low-cost, low-power in the upcoming future (i.e. covering irrigation pipes, bark chips are needed by June 1st). However, there are future projects that will cost money and person-power to accomplish down the road.

**Endowment Report:** We will be electing two positions to the Endowment committee at the annual meeting in May, we will be looking to vote in new committee members to replace Donald Bear and Joan Landsberg. Our next meeting will be April 17th. Discussion on possibilities of spending money from the endowment fund for the first time.

**Stewardship Report:** We have just exceeded 500,000 dollars from our annual pledge drive, and have reached 96% of the pledge goal. Writing thank you cards will be the next step to all who have pledged. Leora contacted the auto-deduction/recurring pledges, and those went well.

**Minister's Report:** XYZ group is finding footing and has consistent attendance of around 8-12. We are very fortunate to have Adam (building manager) and David (choir director). Tons of pastoral needs in the fellowship recently. Adult spiritual development team met in January and are excited to have a common read for the congregation, with the author coming in June. Rev. Scott will teach a spirituality class in April, and have a grief/death and dying workshop in May. Men's group is planning a renewal/retreat in May. Fireflies will have a change with John and Pam Horwich stepping-down at the end of this year. AV updates and sound have been getting better, but we are still working things out. Our youth have been attending the Bend Youth Collective, in the next year, we will be looking to support keeping this program running.

Environmental justice is gaining more traction. Our building will host an LGBTQIA+ support group space Sunday afternoons, as well as an LGBTQIA+ AA space on Sunday evenings. There was a discussion/conversation on social justice fundraising guidelines. Currently looking at updating our hearing assistive technology. Switched our coffee to Turtle Island. T-shirts are coming “that’s cool”.

**Policy Review:**

**A. Resolution to modify the UUFCA Personnel Retirement Plan in the employee handbook**

- a. Updated verbiage in the retirement plan and alignment with UUA
- b. Mark asked for clarification on dating the policy-we need to consult with Leora and make sure the “effective” date for the policy is accurate.
- c. Heather moved to approve the resolution. Laura seconded. It passed unanimously.

**B. Roles and Responsibilities at the beginning of the Policy Book**

- a. Each board member provided feedback on their role and responsibilities outlined in our policy book.
- b. Recommendation moving forward is that these get revisited every July, and these might be added to the website at some point.

**Additional Discussions**

**Safety in Places of Worship:** In the investigative stage of several things. The estimate to add an exit to the green room (new exterior exit with ADA and connecting into security) was 50,000. They will not be looking to pursue the chalice lighters grant for this improvement. They are also looking into door monitors (separate from greeters, congregation volunteers)/security guards (paid professionals to patrol before and after service). Still trying to partner with local law enforcement, still waiting on a request for the police department to come for a visit. There are trainings available to greeters, door monitors, staff, etc. for safety precautions, if we are interested. Bollards are being looked at for more precaution to accidents, not mal-intent. Next meeting will be in early April.

**Widening the Circle/Article II-congregational vote:** We have 18 people signed-up to participate in the workshop on the 28th and 11 signed-up for this coming Sunday’s Article II workshop. The workshops have been very deep conversations, but not highly attended. There is a need to connect the impact statement and ways to article II, and which version would be a better fit for us. The congregation will vote “yes, I agree to the Article II changes”, “no, I disagree with the Article II changes”, or “Abstain”. This will give us a percentage of “yes, no, abstain”, and we would like our delegates to reflect the spread of our UUFCA congregation.

**Selecting Delegates for General Assembly:** We will select delegates that reflect the percentage spread from the vote at the annual meeting for Article II changes, that way people will vote their conscience that also reflects our larger fellowship’s feeling.

**Next meeting: April 18th, 2024 at 5:00pm in the UUFCA Conference Room**