

UUFCA Board Meeting
February 14, 2019
Location: Conference Room

Attending: Erika Beard-Irvine, Marty Rudolph, Sylvia McFarland, Susan Kinney, Chad Leonard, Max Merrill, Greg Byrne, Scott Rudolph

Absent: None

Guests: Linda Crouse

Called to Order: 4:00 PM

Minutes written by: Erika Beard-Irvine, Recording Secretary

Consent Agenda

Minutes of January board meeting (with correction from MR) and February financials approved. February board agenda approved.

Acceptance of consent agenda moved by SM, second by MM. Unanimous.

Reference Documents:

Board Minutes January 10, 2019; February Board Financial Report 2019; Board Agenda February 14, 2019

Minister's Report

Scott expressed appreciation for the suggestion to offer UUFCA to COCC for the White Fragility lecture. 150 more community members were able to attend because of the venue change. Scott has begun a White Fragility discussion group with Lura Reed and Joann Marsh. 16 people were at the first session with 7 cancellations, so there is a lot of interest. This work has been in UU circles for a long time, so Scott thinks we as a congregation will continue to do this work. He is very excited to continue it. Another way that we have been using our building is in working with the Bend Outdoor Film Festival. We will be a sponsor of that event in September which will be held in the in building.

Pastoral care team is doing lots of good work. Bob Barber has stepped down, and Jim Dobrowski has stepped in to replace him. The Immigrant Solidarity Network is back up and running, and Scott is looking forward to seeing what happens with them in the future. Scott was recently on the radio talking about his experience on the border. Dana will be back next week. He will be glad to have her back. Parker is now working pretty much full time AV. Aaron has stepped back and will be honored at this week's service. This will allow him to move back into being a congregant. We will start looking for someone new from outside the congregation to take over the job, although Parker is fine with it for now. Social Justice has had a lot of opportunities pop up recently and are sorting through them. The Deschutes River Coalition has asked UUFCA to be a sponsor, and Social Justice is discussing whether we want to do that. Scott thinks that the Board will need to vote on it and that it will be brought to the Board next month. The Free Little Library is up, allowing us to have a "sign" on Skyliners Rd.

RE would like some rugs, and the Aesthetics Team would like a sturdier rug for the sanctuary. Currently, a rug is being borrowed from the PreK-1 RE classroom for the sanctuary. Jenn will get Scott prices for these rugs, and we can vote by email. Scott stated that Dale would like to step down from the Aesthetics Team soon. No one on the Team wants to step up into leadership. Aesthetics seems to be an area of contention in a lot of churches. Scott is uncomfortable with Aesthetics being a team that functions in the way a normal Aesthetics Team functions when our building is not a normal building. He is concerned that the position needs to be curated carefully.

He is willing to step in and make sure that there is good leadership to make sure whoever steps up makes good decisions for our building and our space. There was discussion of potential ways to manage aesthetic decisions in the future. We will likely circle back to this issue at the next meeting.

Marty asked that we start keeping a list of events and other ways that we contribute to the community as a way of demonstrating our value to members during stewardship season.

Endowment Committee Report

Linda Crouse was present from the Endowment Committee to give an update on the Committee's work. The Endowment Committee had agreed last summer to research ESG (environmental, social, governance) funds which more closely match our values. Vanguard recently came out with 2 ESG index funds (one in the US and one foreign) that are low cost and well diversified. The test they use is an index that screens out companies producing adult entertainment, alcohol and tobacco, gambling activities, weapons, and nuclear weapons. Companies are also screened out for not meeting diversity and certain other criteria. The committee voted yesterday to change to these two funds at Vanguard. They also investigated what is available through the UUA. There is a UU common endowment fund. This is an active management fund (rather than an index fund) which makes it higher cost. This fund is very ESG focused, but they have not done as well as comparable index funds. The Board expressed appreciation at the great work that the Committee has been doing. There is an event on estate planning on March 18 available for the congregation. This will be publicized in the ACE. Greg stated that the Committee would like to start having Scott at meetings.

SM moved to affirm the Endowment Committee's recommendation to move the endowment money from the Vanguard Funds to the the ESG foreign and domestic funds. GB seconded. Unanimous.

Treasurer's Report

Sylvia reviewed the budget line item revisions. Some of the changes are because income and associated expenses were higher than anticipated 6-12 months ago. The net change is more than +\$6500.

GB moved to approve proposed budget changes. MM seconded. Unanimous.

Stewardship Committee

Sylvia reported on the current status of the stewardship campaign. The current numbers do not include hard copy pledges from last Sunday. Currently, \$185,500 has been pledged which is 45% of our goal. This includes our largest donor and many but not all of our larger donors. 30% of last year's pledgers have pledged. Susan is concerned that we will not meet again as a Board until after the campaign is over but is asking if we should have a discussion about what to do if we don't meet our goal (have a secondary campaign vs. budget based on what we got). Marty thinks that if we don't make it to the goal, the Board should come together with the Stewardship Committee at the time. The Finance Committee is meeting March 6. We will schedule a tentative Board meeting on Feb 28 at 4pm in case we don't meet the stewardship goal.

Personnel Committee

Chad reported that the Personnel Committee is trying to see if it can get a few more hours for Jenn and what it will mean in terms of her benefits package. The information is with Amy. The Committee is planning to meet with Scott. The Personnel Manual is due to be updated by June.

Facilities Meeting

Facilities Cluster met today. We continue to deal with basic systems problems with water leaks, the heating system, and the snow melt system. They discussed the heating system with the designers in Portland who recommended doing something that has already been done. The possibility that the admin area wouldn't be heated adequately was discussed when the building was being designed, but the designers thought it would work. Greg thinks they will likely end up needing to install some additional heating coils at some expense. There was a meeting about the water leak. The current proposed fix involves extending a metal pipe so that future leaks will not require tearing out the snow melt system. They found that a pressure relief valve was not installed. It was thought that the grade change obviated the need for a valve, but the city increased the water pressure. One will have likely have to be installed at our expense. Max expressed disbelief that this should be UUFCO's expense. Marty was also at the meeting and felt that the president of Kirby-Nagelhout was willing to work this problem on our behalf. Scott felt that the president of K-N was going to do some research on these areas, but there is no timeframe. Greg will have Vernon follow up with him. Marty also asked that Greg get a timeframe on when to expect some information. There was discussion of potential future legal options.

Leadership Workshop

Chad noted that different churches do congregational polity in different ways and discussed the underpinnings of the UU faith. He discussed relational meetings. Susan noted that it was a very diverse group. Her takeaway was that we have a very healthy congregation and that we should be very happy for ourselves and proud of what we have done to get this way. There are 8 Zoom sessions still for the workshop. Marty suggested sharing the materials with LDC, who will be taking over sending people to this workshop.

Visioning Update

The group is meeting next week to work on the vision.

Policy Issues

Policy on Delegation of Administrative Authority; Policy on Fellowship Committees: Establishment, Authority, and Operation; Policy on Review of Insurance were all due for review. *SM moved to approve all three policies as written. MM seconded. Unanimous.*

The Board needs to write a ministerial evaluation policy that is in line with Scott's contract. Chad suggested that he, Amy, and Scott start work on this when they meet. This policy was deferred for Scott's first year but needs to be completed this year. Sylvia recommended that Scott and the Personnel Committee draft something that is brought to the Board for review. Scott read the section of his contract which states that there needs to be a congregational evaluation of ministry. Scott will review some resources and bring them to the next meeting. It is not clear from reviewing Scott's contract that there needs to be a policy.

LDC Governance Document

Marty just received an email from Amy offering a leadership development opportunity for the Board based on Brene Brown's book "Dare to Lead". There was discussion of whether to send an email response to the last meeting from the Board as a whole. Scott suggested that we need to have another meeting.

May Annual Meeting

May 19. Will figure out the specific schedule in the future.

Meeting Adjourned: 6:00pm

Next Meeting March 14 @ 4:00pm.