

UUFCCO Board Meeting
Sep 14, 2017
Location: Conference Room

Attending: Marty Rudolph, Amy Falkenrath, Paul Bennett, Erika Beard-Irvine, Scott Rudolph, Max Merrill, Sylvia McFarland, Greg Byrne

Absent: Mark Hickman

Guests: Larry Price, chair Social Justice Committee

Called to Order: 6:00 PM

Minutes written by: Erika Beard-Irvine, Recording Secretary

Consent Agenda

August minutes, August financials, September board agenda all approved.

Acceptance of consent agenda moved by AF, second by MR. Unanimous.

Reference Documents:

Board Minutes August 14, 2017; financial report 2017; Board agenda September 14, 2017

Social Action Committee Report

Larry Price attended to discuss how the Committee plans to make social justice more of a central part of UUFCCO activities. Larry, with MM and Scott, met with leaders of each project area in the Social Justice Committee to help Scott understand what is happening with social justice at UUFCCO. Larry feels that there has been a sense that we have not been a “social justice church,” that there are more ways that we could interact with the community, and that we should do more. For a long time, the Campbell’s have acted as unofficial leaders of the Social Justice Committee. A few years ago, they stepped back from this position. For the past couple of years, the Horwich’s have been leading meetings about income inequality called Project Grace. Eventually, they held a workshop to determine directions for action. The area that came up, and which has continued, is the area of early childhood education. One idea that has been discussed is using the RE space for a preschool. The Committee is still in discussions with people at the education service district and OSU Cascades regarding this project. In addition, the Fireflies group gave backpacks with books to kids at Juniper Elementary School. There was very enthusiastic response to this project from the school, the students, and the church members. The tutoring program at Juniper ES is entering its third year. This year they are tutoring 25 students 1 on 1. Tutors come from UUFCCO and the community. There is a monthly dinner at Bethlehem Inn provided and served by church members. There is an information flow regarding climate change activities in town and the committee. The most recent activity is the NeighborLove program which has really started this calendar year. The organization is an interfaith group that works with immigrants and migrants within the community. There are also many things that individual members of the congregation are doing that do not fall under the rubric of the Social Action Committee. It would be nice to capture these activities as well to know what other opportunities are available. The Social Justice Steering Committee has been meeting to organization projects and determine their future direction. Marty stated that she does not think that the issue is that the Social Justice Committee needs to “fire up” but that social justice needs to be brought into a higher level within the church. Amy pointed out that she as a UUFCCO member was not aware that Fireflies was created by UUFCCO members and was not an existing program that the committee “plugged into.” Larry and Scott have discussed having a “Social Justice Day” on Oct 22. Scott will preach about social justice which will be followed by a meeting about social justice to encourage people to get more focused and involved. There has also been a discussion about having a social justice table in the Gathering Hall after service.

Erika suggested finding a way to include children to help them feel more invited into Social Justice projects. Marty suggested including Social Justice projects in information provided to new members.

Treasurer's Report

Sylvia will be gone Oct 2-20. During that time, Max and Marty will take turns signing checks. Erika will help Shannon count the plate for those 2 Sundays. In Rev Scott's contract, we agreed to pay moving expenses. \$8295.67 was paid from the last year's budget. There is an overage of \$1704.33. Amy suggested paying this out of the reserve fund.

Payment of overage out of reserve moved by AF, second by BG. Unanimous.

Our insurance does not cover debris removal above the building limit. The insurance company says that this is not the case but has not given this information in writing. Sylvia attempted to increase the building limit from \$7.5M to \$8.5M and an increase in debris removal from from \$10,000 to \$30,000 which has not happened yet. The builder has recommended increasing by 3% compounded annually.

At Finance Committee meeting 2 weeks ago, they discussed the recommendation that embodiment class instructors have insurance and that income from Adult RE classes not go into a discretionary fund. The Finance Committee felt that this was not a Finance Committee decision. The issues are that if someone is teaching yoga here and elsewhere, they probably have coverage. If there is someone who is not teaching elsewhere, covering them insurance-wise may mean we employ them, bringing on other issues of worker's compensation, unemployment, etc. Is there any reason to take on this liability when there are yoga classes available all over Central Oregon? In order to make a decision, we need to determine if there is a difference between volunteer and non-volunteer activities, physical vs. non-physical activities, etc. Max will research this issue and follow up with more information.

Sylvia also discussed payment vs donations for activities and honoraria vs donations for speakers. Also direct payment of hosts, janitor, etc for events on behalf of renters is a risk for unrelated business income which has tax implications. These are all accounting issues that would require an accountant with expertise in nonprofits.

Authorization of Sylvia to spend no more than \$600 getting these questions answered by the CPA of her choosing moved by GB, second by AF. Unanimous.

Minister's Report

Scott has been meeting with lots of people in Histories and Hopes meetings. He has had 4 general meetings, 1 in Sisters, and 1 in Redmond. He will likely have a few more to capture any people who couldn't make the previous meetings. He has found lots of energy and our future and some anxiety with hope that we get more young members. He thinks the church will have a cultural shift in the coming years in how the congregation interacts with RE and the children. He feels that primarily people are looking forward and sharing their hopes for the future. He has also been meeting with different groups and committees within the congregation. He has also been hearing from staff about how things have been going, comparing job descriptions with what they are actually doing and what they want to be doing. He and the staff have drafted a staff covenant that will be finalized soon. There is money in the budget to hire someone to help with external communications. Scott is talking to someone in the congregation who already helps with these things to take this position for 3 hours per week. Scott asked how the Board

would like to receive his report (written vs verbal). The general consensus was that written bullet points highlighting the things that are important and could be elaborated on in the meeting.

Task Force to Begin Planning Scott's Installation

Tentatively scheduled for March 14, 2018. There is a general installation guideline with UUA, but the committee members will work with Scott. Mark was nominated to sit on the committee. Mark did not object (although he was not present). Amy was also volunteered. Additionally, James Simmons-Cox was suggested as a committee member.

2017-18 Board Goals

MM and MR met and drafted some ideas for board goals:

- 1) Establish a Leadership Training Program for committee chairs in conjunction with the Leadership Development Committee
- 2) Form a task force to develop a 5 year strategic plan
- 3) Elevate the role of social justice in the fellowship
- 4) Inspire trust at all levels (ie Board/Minister, Board/Congregation, Minister/Staff, and Minister/Congregation)
- 5) Form a Board policy in conjunction with the Minister regarding delegation of responsibilities and monitoring/assessment tools for accountability of each

AF suggested adding some extra time to the strategic plan to allow groups to “dream big” in setting goals. MR expressed an interest in working on a strategic plan. PB discussed the need to incorporate aspects of different committees into the church’s work. Scott suggested adjusting item #3 to use social justice as a lens through which the Board conducts its business. MR expressed concern that a few people tend to do a lot of the volunteer jobs, and we are asking the same people over and over again.

Reference Documents:

Draft Board Goals

Action on Discretionary Fund Account

MM reviewed the discussion at the last meeting where the Board discussed having each committee make a budget based on their plans and that budget being part of the overall budgeting process rather than the current system of committees having income as a negative expense. Committee funds should not be kept separate but should be returned back to the church’s overall funds. At the last meeting, it was decided to eliminate all discretionary funds except the minister’s fund. PB discussed plans for the Arts Committee. One of the things the Board is trying to avoid is having individual patrons for committees rather than patrons for the church as a whole. The Board responsibility to set the mission of the church which is funded through the budgeting process. The Board has been entrusted by the congregation to accept gifts to the church, including gifts for a specific purpose, to ensure that they are healthy for the church. Having committee funds become part of the general church funds benefits the church as a whole. A meeting has been scheduled with MM, MR, and the Art Committee for 20 Sep to discuss these issues as they relate to that committee.

Adjourn: 9:15 PM

Next Board Meeting: 12 Oct 2017