

UUFCO Board Meeting

September 15, 2020

Location: Zoom call

Attending (via Zoom): Mark Steinberg, Daelene Schwartz, Susan Kinney, Fletcher Chamberlin, Chad Leonard, John Lawton, Ella Chatterjee, Rev. Scott Rudolph

Guest: Amy Falkenrath, Leadership Development Committee

Called to Order: 4:05

Minutes written by: Ella Chatterjee, Recording Secretary

Consent Agenda

The September Board agenda was approved. Daelene moved that the minutes for the August 18, 2020 Board meeting be approved. Susan seconded the motion and it passed unanimously.

Leadership Development Committee

The LDC held a retreat in June and have been meeting every other week since then. They are happy that Lou Schmerberhas agreed to join the Committee. The Committee has focused on nominations for the coming year; intentional communication with the congregation; collaborative leadership emphasizing the need for people to have time to connect with one another; and the individual development of committee members by taking classes and reading books such as "Serving with Grace" on leadership as a spiritual practice.

The Committee will work with chairs of committees, both to develop leadership as a spiritual practice and to provide help with technology and ways of staying connected.

With regard to nominations, the Committee is currently focused on finding nominations for the Vice President and At Large positions on the Board. They have also noted an odd situation with the Endowment Committee, where all seven members terms are expiring at the same time and 3 of those members are completing a second term and therefore can no longer serve on the committee. In this context, succession planning is a major area requiring attention.

Finance Report

The Finance Committee decided not to participate in the tax deferral program proposed by the Trump administration, as this would involve deferring taxes that would not be forgiven and would ultimately have to be paid at a later time.

The Committee also recommends that the parking lot reserve fund be used to fill cracks in the parking lot at a cost of \$895.40. Fletcher moved that the Board approve this expenditure, Susan seconded the motion, and it passed unanimously.

It was also decided that the Community Collection will go forward, with some of the collections going to social justice groups in the congregation.

Financially, things look good in the short term. The congregation has been generous. Jonathan thinks that some of the \$50,000 normally brought in through rentals can be reached, although that is the most uncertain factor at this time.

Supporting document: UUFCO August 31, 2020 Balance Sheet

Stewardship Committee

The Committee is still working on a communication plan. Videos are being collected showing various activities in the congregation. There has been some discussion of whether there should be a video committee, which would, among other things, coordinate and edit the videos. A question was raised as to whether this might extend to the ministerial side of matters and that care must be taken to ensure that the Committee does not step into matters better handled on the ministerial side.

Personnel committee

Our pianist, Peggy, has moved to Idaho and is participating in services from there via Zoom. This raises the question of whether Peggy should now be considered an independent contractor rather than an employee. Chad noted that in general UUA does not favor independent contractor musicians. It probably is also unlikely that Peggy would meet the definition of independent contractor because she does not have complete control over the choice of the music she plays. In any event, because she does not have to play in the sanctuary at this time, nothing has really changed about her job. The Board thought that was no reason to change her employee status.

Facilities committee

John noted that this will be the first time since the building opened that repairs will be made in the parking lot and that it is wise to make those repairs now.

The new batteries for emergency lighting have been installed and the lighting is now working. Parker is working to see that the area where the batteries are stored is cool enough to enhance the life of the batteries.

Fire prevention work has been on going. Dead trees have been removed and the sprinkler system has been attended to.

Parker has completed the 15 year budget proposal. Because Parker attends Facilities Committee meetings, it was thought that if that committee recommended it, the proposal could be vetted by the Finance Committee and, if approved forwarded to the Board. At that time, the Board could invite Parker to present the proposal. That would give the Board an opportunity to acknowledge his work and express appreciation for his efforts.

Endowment committee

There was nothing new to report from this committee. However, the Board wanted to let the committee know that it would support and work with them if they needed to make any changes to their policy of member terms to avoid having all terms expire at the same time. (Susan noted that the committee member terms are set by the committee's policy statement and are not in the by-laws. Change, therefore would not require a vote by the congregation.)

Minister's Report

The staff has been talking about upping the game with our on-line presence. They are cautiously considering how much money to spend on media, the stewardship videos, and generally how to brand the entire on-line experience.

The Social Justice Steering Committee is seeking 3 new members, not deeply involved with one of the SJ programs, who can look at the overall SJ program.

Rev. Scott was impressed with how much work the congregation is doing. Programs are healthy and vibrant. We all need to address how to support the teams and keep them connected to the center, and how we can invite more people into the life of the congregation.

There is now a Memorial Space Planning Team in place. Although the initial work on the memorial was not a congregational process, it luckily turned out well. Going forward, there now will be team taking care of such matters as further landscaping, building, and the like. Rev. Scott particularly wanted to mention the great work that the Pastoral Care team is doing. This is a case of congregants caring for congregants and he could not do his work as effectively without them.

The work with Clergy for Justice continues. The group has become more consolidated and efficient and is now known as a group among the social justice community. Rev. Scott hopes that the group can get together on a social occasion, rather than only meeting at protests. The Minister's Discretionary Fund contributed \$1000 to the effort for wildfire disaster relief. The September rental to the film production company is going well and bringing in considerable revenue. They paid an extra \$1000 for a one day use of the building during the smokey conditions.

Kristel Masterson is the new Worship Committee chair. They are thinking of doing an anniversary of the conception of the building. This is the beginning of an idea. Dale Clark, Anastacia Compton, and Mayme Trumble are working on archives.

Rev. Scott expressed gratitude to Yolanda, Leora, and Fletcher for working together to provide a really solid grounding for church finances. There is now a clear system and process that was not in place before.

He is now embarked on a UUA program for spiritual guidance. The program is designed to encourage a deeper spiritual life and to find ways to translate that to the congregation. This is a two year program, but may be completed in less time.

Waiver for UUFCA sponsored recreational activities

The Board unanimously decided that it would not require people to sign waivers of liability before participating in church sponsored activities. The waivers would essentially be asking people not to sue the church for negligence and the Board did not think it would be appropriate or necessary to ask for such a waiver.

Mark will tell the people leading these activities that waivers are not necessary but that in advertising the activity in the ACE, they should remind people of the risks involved in the activity and of the need to take necessary steps to avoid the spread of the coronavirus.

Membership issues

Rev. Scott and Susan spoke to the Finance Committee about the meaning of membership and whether it should involve a mandatory pledge. The Committee was on board with the idea that a mandatory financial pledge was not necessary in the by-laws and that the meaning of membership should be deeper than just the binary issue of pledge or no pledge.

Daelene had a similar experience with the Membership Committee. That group was also on board for bringing deeper meaning to membership and not tying it to a financial pledge.

The next step will be to deepen and rewrite the definition of membership.

Use of church building

The choir has been seriously affected by the closing of the building. Mark Hickman has brought up the possibility of bringing in 5 choir members at a time into the building, properly distanced, to practice. Rev. Scott will talk with Mark about whether this can be done safely.

Meeting adjourned: 6:05PM

Next meeting: October 20, 2020 at 4:00PM