

UUFCO Board Meeting

March 16, 2021

Location: Zoom call

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

Called to Order: 4:00pm

Minutes written by: Ella Chatterjee, Recording Secretary

Consent Agenda. The March Board agenda was approved. Susan moved that the February 16 Board meeting minutes be approved, Fletcher seconded the motion and it passed unanimously.

Finance Report. The Finance Committee is in the process of formulating a budget for the next fiscal year. This involves, among other things, dealing with requests from the Stewardship and Social Justice Committees for more funds to be allocated, and forecasting additional staffing needs.

As for the current year, approximately 82% of pledges has been collected and expenses should be within the budget. (Eleven people did not pay anything on their pledges this year, amounting to a loss of \$8000.)

Stewardship committee. The committee was happy to come in above the goal in the pledge drive. Tom Moore will be taking over as chair and there is a need to find someone to co-chair with him. It was noted that 92 pledges during this year's campaign were increased from last year, while 53 showed some decrease.

Personnel committee. There is nothing new to report at this time.

Facilities committee. The snowmelt controller will be repaired with money from this year's budget. The repair will include the addition of a surge protector, which should reduce the need for such repairs in the future.

Endowment Committee. The committee will have its quarterly meeting on April 5.

Minister's Report. Rev Scott noted that we have marked a one year anniversary since the beginning of Covid restrictions and felt that the congregation had adapted gracefully to this difficult situation.

Rev.Scott joined a vigil in Drake Park for justice for Briana Taylor. He said that the 3 members of the Social Justice Steering committee who are not directly involved in on- going programs may try to develop a means for letting the congregation know when and where events like the vigil for Briana Taylor are taking place in the community, so that congregants can participate if they wish.

A new Social Justice group devoted to the problem of food insecurity, Nourish, has launched. The SJ team supported the forming of this group, but the process was not as smooth as desired. This is something to learn from and improve in the future.

The Leadership Development committee had a good virtual workshop with many rich discussions.

Mark Hickman will be stepping down as choir director this summer. The music program has grown in depth and numbers under his direction. A search is starting with the goal of hiring a new person by July 1. A new pianist will also be needed when the church resumes in person

services. So, the advertised position will show some flexibility. Perhaps the new person would be both choir director and pianist, and perhaps more hours would be added to the position. Rev. Scott also said that there is no stated maternity or parental leave policy for the staff. Chad will look into this and present something for the next Board meeting.

Rental request. The Central Orion Caregivers group has asked to begin using the building again on Mondays. The group was meeting in the building long before the pandemic. Although a congregant no longer works with them, the current leader of the group is well known to the staff. The group agrees to pay a small rental fee as well as a cleaning fee. One problem is that there is no staff in the building on Mondays, so the group would have to have unmonitored access to the building. The Board agreed to allow this use because of the longtime relationship with the group and knowledge of the group's leader.

Memorial Gardens Budget Request. The Memorial Gardens team submitted a revised budget request, which leaves out the development of phase 3 for now. The revised request for \$56,973 includes adding benches and a surface and trail for the Bell garden, creating a sculpture for the second garden with benches and a surface and trail, and landscaping for the two gardens and the labyrinth. The proposal also includes planting of young larch trees to form a grove for the third garden. Fletcher moved that the Board approve the request with funding coming from the Building Reserve Fund, Susan seconded the motion and it passed unanimously.

Supporting document. Memorial Garden Budget request.

Process observer. With regard to designating a person at each Board meeting to act as an observer of process, Rev. Scott said that one of the purposes would be to be analytical about the content and process of our meetings to determine whether we are in some way embodying or supporting white supremacy, and/or patriarchy or male domination. He suggested that we need to identify 2 or 3 concerns that we want to place a lens on. The Board will devote more time to this at our next meeting.

Meeting adjourned: 6:10

Next meeting: April 20, 2021 at 4:00PM