

UUFCM Board Meeting
April 11, 2021
Minutes

UUFCM Board Covenant

As members of the UUFCM Board of Trustees, we covenant to keep the best interests of the congregation at heart and to carry out the trust placed in us as guardians of the Mission and the Principles and as stewards of the resources of our church.

We commit to:

- Be prompt, prepared, present, and to participate.
- Communicate respectfully; all will be heard and we will seek consensus.
- Use discretion in communications beyond the Board.
- Support the decisions and policies of the Board

UUFCM Mission Statement

To be a religious community guided by love transforming our lives and our world.

1. Chalice Lighting--Guy
2. Check in: Drew 2 vacation days at the end of April
3. Visitor comment – Stacey Pattison, Candi Tomlinson
5. Minutes of March 14.
 - a. Norma moved to accept the minutes, Carol seconded.
Motion carried
6. Treasurer's time
 - a. Insurance will be increasing 10%
 - b. Due to Drew utilizing Mary's insurance we are not going to increase the full 10%, but it will be about \$1000 more for the proposed budget
 - c. Transfer \$200 from RE Budget to GA costs
7. Reports—questions or concerns?
 - a. Minister's report
 - b. Worship Team report
 - c. RE Team report
8. Old Business
 - a. What policies go on website (Norma/Guy)
 - i. Terrie looked at 6 websites, they are much more transparent
 - ii. Guy and Norma have listed every policy with a title

- iii. Communications team has a team looking at other websites
 - 1. We will wait until we hear back from them
 - b. Approve Rard and Dealing as authorized GA delegates (get credentials)
 - i. Carol moved to authorize Carol Rard and Jim Dealing to be our voting delegates at GA. Norma seconded. Motion carried.
 - c. Draft contract for Drew (Guy/Norma)
 - i. Utilized a UUA template
 - ii. Removed clauses that were not applicable
 - iii. Top of page 4, does the Minister have the right to change the amount of compensation?
 - 1. Reworded for clarification in the contract
 - iv. Norma moved that Guy Newland is authorized to present the tentative contract to Drew Frantz for initial review. Aaron seconded. Motion carried
 - d. Stewardship update (Carol): reminder of process and where we are
 - i. Next Sunday 4-18 is the end of the drive
 - ii. Numbers will be updated and then follow up calls will begin
 - iii. May 11th the board will make any needed adjustments
 - iv. At May 16th Annual meeting the numbers will be announced
 - e. Paying assessment? (Guy) (postponed)
 - i. We have a personal connection to 2 people connected to the city commission
 - 1. George and Mary will be contacted to discuss the best way to go forward
 - f. Draft regarding confidentiality (Guy) (postponed)
 - i. Clarified what we wanted to be written up
 - 1. When we would go into closed session
 - g. Choose volunteers for recognition`
 - i. Cynthia Damer
 - ii. Sally Armstrong
 - iii. Carol moved that Cynthia and Sally are recognized for their volunteering in the past year. Mel seconded. Motion carried
 - iv. Laura McBride will be getting them for us
- 9. New business

- a. Changing dollar amount of Drew's housing allowance to \$2,000 per month
 - i. Norma moved to raise Drew Frantz's housing allowance from \$1,505 to \$2,000 per month, effective May 1st, 2021. Carol seconded. Motion carried.
- b. Coronavirus survey preliminary results--what is next for services?
 - i. 58 responses so far
 - 1. 90% of respondents are or will be fully vaccinated
 - ii. What "rules" do we want to implement?
 - iii. We will wait for further results to decide
- c. Modify SJCT Policy for Representation to permit MUUSJN action alerts and signing petitions as an organization
 - i. Two questions
 - 1. Should we be releasing all MUUSJN alerts, or should the alerts be approved by the board
 - 2. We were asked as a congregation to sign a petition for fair wages. Drew said yes, but is that allowed?
 - a. Can he speak for us?
 - b. It isn't really clear in the handbook
 - i. Representation is outlined in the handbook for an EVENT but not for SIGNATURES/PETITIONS
 - ii. Could it be included in the ENews?
 - 1. A lot of these issues are timely
 - 2. we only have about a 40% read of the ENews
 - iii. Norma moved that the social justice coordinating chair has permission to send out MUUSJN action alerts when received to the whole list of interested congregants. Carol seconded. Motion carried.
 - iv. Norma moved that the Board President or Minister has permission to sign MUUSJN supported letters/petitions in the name of the UUFCM. Aaron seconded. Motion carried.
 - 1. Norma will write a policy to be reviewed by the board
- d. Guidelines for teams

- i. Norma moved that the guidelines be disseminated to the standing board chairs. Mel seconded. Motion carried.
 - e. Contracts:
 - i. Kirsten contract
 - 1. Expires on June 30th
 - 2. Hourly wage was increased from \$22.50 to \$25 per hour
 - 3. Hours were also increased
 - a. However, some months were higher than others
 - i. 9 months of data
 - ii. Over 20 hours in 7 of those months
 - 4. Combine number 3 and 4 on her contract
 - 5. Reconvene on this issue in a year when we have more data about hours worked
 - ii. Norma moved that the paragraph describing the secretarial compensation for the 2021-2022 contract will say that the secretary will be compensated \$25 per hour for any work requested by UUFCM. Jennifer seconded. Motion carried.
 - iii. Jakobe contract
 - 1. Up to date
 - f. Fellowship life topics:
 - i. explanation of bylaws proposals
 - 1. Approach the topic next Sunday to start explaining the proposed changes
 - ii. beginning to reopen
 - 1. Exploring the initial data
 - g. Cost of video equipment for ongoing Zoom services
 - h. Jakobe- use the library more frequently versus purchasing
 - i. He needs to get a library card
 - ii. How to use the services available at the library
 - iii. Familiarize himself with the books we already have
10. Visitor comments –
 - a. Candi Tomlinson
 - i. Library services
 - ii. Reopening with outside groups
 - 1. I need definite guidelines for who can be in the building
11. Tickler review (April/May)