

UUFCM Board Meeting

January 9, 2022

Draft Minutes

Guy Newland, Elaine Emerick, Jennifer Davis, Norma Bailey, Jodi Fisher,
Andrew Frantz, Cynthia Damer, Stacey Pattison, Terrie Robbie

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
- Keep confidential the details of Board discussions held in closed session

UUFCM Mission Statement

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

1. Chalice Lighting—Norma
2. Check in and welcome
3. Visitor comment
4. Minutes of December 12
 - a. Guy moved to approve the December 12, 2021 minutes as presented. Cynthia seconded. Motion carried.
5. Treasurer's time
 - a. Second quarterly report
 - i. Hidden costs- Fees that are not offset through donations are covered by the UUFCM (\$160)
 - ii. Increase in Drew's health insurance
 - b. Budget proposal from Finance team
 - i. Create breakouts for Drew's salary to make it more understandable to congregants
6. Reports—questions or concerns?
 - a. Minister's report
 - b. Worship Team report
 - c. Coordinating Team – report
 - d. Youth RE Team report – see New Business
 - e. Building, Grounds and Safety Team report
 - f. Social Justice Coordinating Team report
 - g. Communications Coordinating Team – no report
 - h. Adult RE Committee report
 - i. Shared Ministry Team report – see Old Business
 - j. Coronavirus Task Force report – see New Business
7. Old Business

- a. Approval of Shared Ministry recommendation of team size, terms and process and clarification about announcements of Drew's duties – (Drew) postponed
 - i. Guy moved to approve the revision of the board policy as written by Drew Frantz (see below), Jodi seconded. Motion carried
 - 1. Shared Ministry Team (New language-first paragraph)
The Shared Ministry Team will consist of four members plus the Minister. Members of the Shared Ministry Team should be members of the Fellowship, but not members of the Board of Trustees. The four members will normally serve overlapping two-year terms: two new members will be appointed each year and two members will rotate off. Members may, however, serve two consecutive terms with the approval of the Board. Shared Ministry Team members will be chosen evenly by the Minister and by the Board of Trustees, each year one new member chosen by the Minister and one by the Board.
 - ii. The request from Chris Bailey from the Shared Ministry Team regarding announcing Drew's duties was referred to the Worship Team.
 - b. New UUFCM banner – The banner is complete and ready for the January 17 MLK Day march!
 - c. Follow-up from congregation survey about activities/events (Elaine and Drew) – Elaine met with the Fellowship Life Coordinating Team to share the results, and it was determined that she would provide a follow-up survey with more specifics for some of the activities that had higher interest – days and times. Drew will consider whether to offer something more spiritual (vespers, for example) with the worship team.
 - d. REMIND follow-up – Now that the sign-up for Remind is simply online, Laura McBride is willing to be the one to send out reminders when necessary.
 - e. Finalize membership on the Nominating Committee (Guy) – Guy announced that he yet needs to find someone to join Cynthia and himself on the committee.
 - f. Plan for January 22 retreat and contacting all members
 - i. Norma and Guy shared the plans for the retreat.
 - ii. Board members will call/email a curated list of members to invite them to attend the Retreat.
8. New business
- a. Decision regarding the rest of January worship services and meeting on January 23 (4th Sunday) regarding February services
 - i. Guy moved to accept the Coronavirus Task Force recommendation to not hold in-person services in January 2022, Stacey seconded. Motion carried
 - ii. Emergency board meeting scheduled for January 23, 2022 to decide on February services

- b. Youth RE request for planning for in-person RE classes in February – Drew shared that they have put off the plan until March and that they will be bound by whatever guidelines the Fellowship has for Covid safety.
- c. Stewardship drive plan (Guy) - postponed
- d. Review employee mid-year evaluations (Drew)
 - i. i. Kirsten's evaluation was excellent.
 - ii. Need to consider mentoring Jakobe to improve his performance
 - 1. Cynthia Damer will ask Carol Rard or Sally Armstrong (and others if need be) to assist with this.
- e. DRE contract
 - i. i. Guy moved to have an 18-month contract, for the first half \$16.25 per hour, then assuming satisfactory evaluation, for the second half of the contract the pay rate would be increasing to \$17.50, Jodi seconded. Motion carried.
 - ii. ii. Norma moved \$6300 for the budget for the Youth RE Director, Stacey seconded. Motion carried.
- f. MidAmerica Regional Assembly April 30 – We will need to determine if we wish to send people to the virtual assembly once the registration cost has been announced.
- g. Revisit Edward Jones Calvert Fund decision (Guy)
 - i. Guy will research other brokerage possibilities other than Edward Jones that would save us money.
- h. Form bylaws revision committee – Norma and Stacey will review the bylaws for any changes necessary for the annual meeting.
- 9. Tickler review
 - a. Liaisons – remind teams to update content on website
 - b. Liaisons – pictures of teams to Laura McBride
- 10. Fellowship Life meeting – January 16 – COVID decisions, congregational retreat on January 22, four open Board positions (info to Guy if interested)
- 11. Visitor comment
- 12. Two items to address after Drew leaves the meeting
 - a. Drew's contract in terms of health insurance (Jennifer)
 - i. Norma moves to offer \$500 cash in lieu per month to move Drew to his spouse's insurance with the guarantee that he could return to UUFCM insurance if need be in the future, Jodi seconded. Motion carried.
 - b. Approval of minister's evaluation to be sent by February 1
 - i. Guy moved to accept the Board's Evaluation of Drew with minor changes, Jodi seconded. Motion carried. Norma will send it to the UUMA by February 1. Once all three evaluations have been sent and shared (Board, Shared Ministry Team and Drew's self-evaluation), we will meet to discuss in the near future.