

**UUFCM Board Meeting
October 9th, 2022
Agenda**

Present: Stacey Pattison, Norma Bailey, Cynthia Damer, Penny Swart, Victoria Sladek, Elaine Emerick, 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–Stacey

2. Check-in and welcome

3. Visitor comment

4. Minutes of September 11th: Penny moved to accept the September 11, 2022 minutes, Victoria seconded. Motion carried.

5. Treasurer's time

Quarterly report for October meeting. Terrie reported that we have already spent over what was budgeted in some areas; fair share and insurance both came out this quarter.

6. Reports—questions or concerns

- a. Minister's report – report
- b. Worship Team - report
- c. Coordinating Team- report
- d. Youth RE Team – report
- 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 – (coming on Monday)
- j. Coronavirus Task Force – no changes (see Sept report)

7. Old Business

- a. Chalice lighter process and grants (deferred until January)
- b. Need for means of additional access for wheelchairs (task force?)
 - i. Task force would look into funding for various options to pay for additional access.
 - ii. Elaine Emerick, Cynthia Damer, and Jen Prout have volunteered to be on a task force to investigate.
 - iii. Stacey will coordinate the creation of the task force.
- c. Further discussion about the size of the board- Cynthia
 - i. Four ideas:
 - 1. Remove the 1 year trustee position
 - 2. Remove one of the 2 year trustee positions
 - 3. Remove the past President position, but have on a consultation as needed basis
 - 4. A combination of the options above
 - ii. Norma will bring a proposal to the November meeting, including looking at the changes in the bylaws necessary.
- d. Hiring childcare/RE assistants- Norma
 - i. We have posted positions, but haven't received very many applicants. We've extended the time to apply by 10 days.
- e. Google Workspace - next steps (shared drive)
 - i. Terrie and Kirsten would create Shared Drives for each team.
- f. Jakobe's time sheets and work hours- Drew
 - i. There was a great amount of discussion as the Board and Drew have different philosophies about supervision. We agreed that closer oversight can help alleviate questions about time spent on various tasks.

8. New business

- a. Board support of RE - Cynthia
 - i. The Board will support the Youth RE Team and the DRE to develop a stronger program. Some ideas were to recruit more families and have more events.
- b. Review of Jakobe's contract
 - i. Norma moved that due to the number of small issues we have had with Jakobe's performance that we extend the current rate of pay through November 2022, at which time if he receives a satisfactory rating, we will increase his pay to the amount of \$17.50 per hour, Stacey seconded. Motion rescinded.

- ii. Norma moved to move Jakobe's salary forward to \$17.50 with the strong encouragement to Drew that he continue to grow and push himself to recognize the philosophy of the board when dealing with employees, Victoria seconded. Motion carried.
 - 1. Cynthia volunteered to work with Drew to create an evaluation guideline document for future evaluations of employees.
- c. Budget-(Deferred to November)
 - i. Surplus monies
 - ii. Where spending is coming from
- d. Brigitte Bechtold-part time ministry - Drew (Deferred to November)
- e. Topic(s) January all congregation retreat (Deferred to November)
- f. Building and grounds request to review safety procedures at October 16th, Fellowship Life Meeting. Approved.
- g. Review board goals 22-23 (Deferred to November)
- h. Remuneration for David Wolfson \$1000.00
 - i. Cynthia moved to pay David Wolfson \$1000.00 for his composing the anthem for our anniversary celebration, Victoria seconded. Motion approved.

9. Tickler review

10. Fellowship Life meeting –October 16th - Fire, tornado, intruder safety review (UUFCEM safety procedures), RE assistant, and childcare worker

11. Visitor comment