

**UUFC Board Meeting minutes
November 17, 2020**

7:00pm

Conducted Remotely, Facilitated by Sheryl

1. 7:00pm Open Meeting

2. Introductions from and to Rev. Fulgence Ndagijimana

3. Consent Agenda

- a) October Meeting [Minutes](#).
- b) Road cleanup update (S Bruslind)
- c) Final BOD [goals](#) for the year
- d) Board Communications to Congregation: Assignments [here](#).
- e) [Treasurer's Report](#)

Financial docs supporting treasurer's report

[UUFC Balance Sheet](#)

[UUFC Profit-Loss](#)

[Building Expansion Balance Sheet](#)

[Building Expansion Profit-Loss](#)

3. Minister's [report](#)

Response to questions: A Sat outdoor coffee hour may begin after the expected upcoming surge; we could replicate the pumpkin pickup protocol

12/4 Unity Shelter Event: invitation to join the event Friday at noon. Fundraising Goal: 30-50 K by June 2021; needed for increased staff as opposed to grants for the other expenses. Men's Shelter housing only 15 people at a time so less need for volunteers. Unity Shelter 501C3 application still pending -- donations accepted through church host web sites.

4. Building project update (Nick Houtmans, in minister's report). Grounds team with Michael Hughes facilitating is making great strides in connection and helping the grounds

5. The board discussed the need to recruit/appoint two new members to fill the terms of Ann Mbacke and Darius Adams, who were elected in May 2020, and who resigned before finishing their terms.

6. Newly Revised Policies (organization for policy review [here](#); policies document [here](#)).

Final approval:

1.5. Indemnity (Scott) — we reviewed this last time; want to keep it clear and concise; review of the policy itself gives the information we need; board members are indemnified — we will accept it now; will make it accessible if needed through policy review.

1.6 Managing legal and financial risks (Kedo) -- identified some problem areas.

Revision and discussion: accepted with single spelling revision

Renaming 1. "Care for our Boards and Councils" (Steve)

Merging 2. Into section 3. "Care for Our Paid Staff and Congregation Members" (Steve) [fine to take out the "home"s]

2.1: wording (Steve)

3.4 - 3.7: Section 3.5 on behavior management deleted (text not found, not needed) (Kedo) merged 2 and 3; not capitalizing 'minister'

Change the footer with revision date

Recheck the numbering when formatting later

7.3: Communication committee deleted (Steve)

7.4-7.6: Revision of communications sections (Kedo). We will formally accept these at the next meeting after we see a clean version. Then we will keep moving through these as we have.

1.3. The Council Structure revisions of orders, finally accepted after that change.

1.4. Personnel and Finance Communication Policy - Deleted, final

2.1 Delegation of staffing decisions - deleted most

6, 6.1, 6.2, 6.3 Financials. - finally accepted

3.4 talks about the background of people working with children

7. Mighty Networks update: How does the Board wish to use it vs. email? (Herky, others)

Each of us can and shall set notifications within personal page from upper right corner of main page. (Bottom corner from cell phone) Jamie recommends immediate notification; also turn on notifications in board space notifications. We can add topics and other customizable settings.

Online information about the different teams can become more fully representative by encouraging more of the people who are working on a team posting on Mighty Networks, not just the few people who are already on there.

8. To be tabled until next month: Emergency response capacity - BoD to read ahead for brief discussion. (Jill)

9. Widening the Circle BoD is requested to continue reading intro, perusing study guide and sharing thoughts on Mighty Networks. We'll consider a plan for how to study this. What should the BoD single out to work on this year? Use a task force from across the congregation. Not constrain ourselves to an arbitrary timeline; need to work diligently through it. Need a bigger group of people to share in reading and discussing. Maybe one session per month going through this church year. Bigger the audience the wider the buy-in: it is like an RE activity; Appreciation for Re the videos that Scott attend to.

There is pushback in some congregations, related to anti-racism work in general. See <https://www.uua.org/uuagovernance/committees/cic/widening/innovations/white-counter-narrative-avatar> several Some members of our congregation agree with that sentiment. Related, but not the same, is an emerging discussion of creating an 8th principle focusing on anti-racism. If this topic gets heated, which it might, some may feel it as white supremacy hitting them again; the future of our faith may lie in this conversation, so it's important to structure these conversations with care and fore-thought.

10. Review of UUFC progress: (Jill) Congregational priorities, including Black Lives Matter, Climate Justice We have not reviewed these things and we need to: ask people in the relevant councils, esp the Justice Council, how they recommend we review our progress on some of these priorities. Could be a report on each of their goals, what has happened; put in tickler to ask these groups at the end of the year, or twice per year, for reports on their progress; those reports can go into our archives.

11. Council and UUFC affairs updates -(Jill)

[RE Newsletter](#) is available. RE Council: We have come to the decision that low attendance at zoom sessions like RE these days is not a priority; did get 48 responses to their survey; wanting to put on 'cottage meetings' to shift into more multigenerational connections, albeit on zoom; excellent RE council leadership; shall hear more at the first of the year.

Personnel Committee will meet in December: for now we have their excellent Annual Report from June; K Baye is our liaison with them.

12. Next meeting we will talk about survey; Jamie will send reminders for people to take it.

13. Meeting adjourned. Next meeting December 15.