

UUFC Board Meeting Minutes *notes in italics*
October 19, 7:15-9:15 pm

[Zoom link](#)

[Facilitated](#) by Carl

[Reading](#) by Chareane

Summary for UUFC [newsletter](#) by Sheryl

[Minutes](#) by Kedo

1. Open Meeting

2. Consent agenda

[September Meeting minutes](#)

[Building update](#) (Nick Houtman)

[Statement of Purpose from the Personnel Committee](#) (*only change is substitute 'Chief of Staff' for 'Lead Administrator'*)

[2020-21 Treasurer's Report final](#)

[UUFC Balance Sheet](#)

[Building Expansion Balance Sheet](#)

[Building Expansion Income-Expense](#)

3. Generative ideas: SWOT session (each Board member take two minutes to state what is most significant for you at this time re. UUFC strengths, weaknesses, opportunities or threats for UUFC)

UUFC SWOT Analysis

Carl:

<p>Strengths</p> <ul style="list-style-type: none"> · Devoted, active congregation · World's best minister and staff · Current strong financial situation · Effective communications 	<p>Weaknesses</p> <ul style="list-style-type: none"> · Aging congregation · (Jill not allowed to leave) · Erosion of pledge & payments/loss of fundraising events · Lack of gatherings/"coolness" of media
<p>Opportunities</p> <ul style="list-style-type: none"> · There is more love somewhere... · Vaccine, COVID decline 	<p>Threats</p> <p>Overall decline in church membership</p> <p>Continued COVID (exacerbates weaknesses)</p>

Kedo: we are cooling off, and few young people, church is a 3rd place to gather that I still found important (after home and work, where else do you gather?)

Ann: we have amazing minister, and almost no children, no young families

Steve: I don't know how we are doing as a congregation, opportunities: we need smarter ways for attracting new people and moving away from fundraising for our budget, echoing what has been said

Sheryl: echoing what's been said. Opportunity (and maybe also a threat): work with 8th principle

Scott: opportunity: investment committee to mine local investment initiative to invest in housing in corvallis, putting the fundraising burden on just a few people

Chareane: 'For all ages' time for services by Rachel Kohler is great! How to appeal to families/youth, tipping point from 8th principle for non-white members

Gavin: Covid has hurt UUFC and religious communities, esp families not wanting to expose kids to high risk activities, Our RE program is a strength. The 8th principle will be a strength and a challenge

Thoughts: can we get a youth minister, to bring in that content, and then bring in youth and families

→ Kedo to pull out themes, post to MN, in the next few days

4. [Minister's Report](#) (Jill)

The staff was unanimous, use 8th principle lens in their work

No one is asking the Fellowship to adopt the 8th principle in any particular timeframe

5. Financial picture: [Treasurer's Report \(October report\)](#)

[UUFC Income-Expense](#)

Concerns and possible actions (Scott)

We've been down 10K for 2 months

We budgeted 17.5K for fundraising for the church year

Bring up pledging in our media with this fill in the blank: "I am pledging because... "

We won't see the same high returns from the stock market that we've seen in the recent past

This topic has been going around UUA for 30-40 years, to move away from fundraising to fill out the budget

Potentially Create a Revenue Team, sign Chareane up as a volunteer(Fundraising Liaison?), Scott will work on this

6. Goals for the year - please [read](#) and come ready to discuss (Steve)

Scott will edit the main goals a bit, and bring back new language

7. DEI statement from the Board - please [read](#) and come ready to discuss (Carl/Steve)

→ Kedo to send clean copy to Elona

8. Widening the Circle: Ideas for small group to focus on selected topics from the Justice Council [summary](#) (Jill)

Jill is currently spearheading this

9. Council/team updates: [RE Council Newsletter](#)

10. Recommendation from Pandemic taskforce

Summary from 10/17 meeting: Consensus that it is time to go back into the building for Sunday services sometime in November. First priority is to support the Worship team to prepare for indoor services, then having UUFC groups using the building, then later (in a few months?) outside groups using the building. The goal of reopening at 40 cases per 100K in previous 7 days may take a year to achieve, so our guidelines will need to be revised. The taskforce will secondarily focus on an application for groups to fill out to set expectations on what precautions must be used while in the building. An early draft is [here](#) if you wish to look or comment. Consensus also that planning and implementing RE/childcare is just as important as implementing safe practices for Sunday services. The taskforce will call for a special meeting in the next few weeks with

BoD to approve and implement the Reopening Plan.

Useful background [reading](#) suggested by Jill

11. **Expanded carbon offset policy proposal.** If time permits, consider this more detailed, draft policy about our “offset” funds (Steve):

“The UUFC CAT team will estimate UUFC annual carbon emissions, suggest an estimated value for the emissions (\$/ton), and seek Board approval for these estimates as part of their annual budget request. These funds can then be used, as part of the overall CAT and related team budget proposals, to reduce UUFC emissions, and secondarily to offset residual emissions. For example, to reduce emissions the funds could be used to reduce heating costs and improve energy efficiency at the UUFC. For residual emissions, funds can be invested in purchase of offsets, preferably from trusted local entities that the CAT will recommend. Climate justice will be used as an additional lens to inform project and/or investment choice.”

→ Steve, Scott and CAT will harmonize the spirit of the policy, and bring it to next meeting