

Draft Minutes

UUFC Board Meeting

August 30, 7pm-9pm

In attendance: Rev. Jill McCallister, Jema Patterson, Gavin Araki, Jamie Petts, Steve Strauss, Sheryl Stuart, Carl English-Young, Ann Marchant, Scott Bruslow

[Sunday Welcome for 2022-23](#)

Facilitation, reading, and newsletter [schedule](#)

1. Open Meeting with Reading (Gavin)

2. Connection Activity (Steve)

3. [Tickler items](#) (selected items below)

1. Annual staff compensation agreements take effect.
--Finalized before Jill left. Agreements signed by Board President at conclusion of this meeting.
2. Review of participants guide.
--Jill and Jamie to review as they regularly do.
3. Board accepts previous fiscal year financial statements.
--Appears in the Consent Agenda below—will be accepted with approval of Consent Agenda.
4. Board appoints its representatives to Investment (Scott Bruslow continues) and Nominating Committees (Ann Marchant volunteers to do it again!).
5. Board appoints chairs of Investment (Russ Karow), Nominating (Tim Emery?), and Personnel Committees (Elona Meyer).
--Board president to reach out to them to ask if they will do it again. Following the meeting, both Elona and Scott agreed to continue as Council Chairs. Nominating Committee decides on chair from the elected members; Board then approves.

4. **Consent Agenda** - Vote to adopt consent agenda--ACCEPTED

[June](#) Minutes (Minutes state that plaque policy wasn't final. But it is.)

[Building update](#) from Nick Houtman

Treasurer-

[Treasurer Report, year end final](#)

[Treasurer Report, June](#)

[Treasurer Report, July](#)

[Income & Expenses](#)

[Income & Expenses](#) as of June 30, 2022 (full year 2021-22)

[Balance Sheet](#)

[Building Expansion Balance Sheet](#)

[Building Expansion Income-Expense](#)

5. Year-End Financial Report

Discussion held about withdrawing only \$15k from endowment when \$30k was authorized. Jill expressed concern about paying for carbon offset when we are already \$27k in the hole. We need pledges to cover this new expense. Jean has closed the books so this accounting can't be changed. Scott to lead further discussion at next meeting. Jill would like to see 10-year view of final accounts (deficit or profit).

6. Minister's Report

COS Jill described procedure for hiring new staff—Jean to retire as business manager. Jill appreciates help defining role and assistance in hiring process.

Our Whole Lives will be for middle schoolers. We have people trained, including Rachel. Possibly we will run the program with the UCC church.

7. Board member attendance at non-profit conference Sept 10?

One person is considering attending.

8. Liaison for Personnel Committee (description of duties, Jill)?

Elona is chair....she's a pro. Meets 3x per year. Members are Kathy Kop (and Kedo, formerly.) Sheryl Stuart agreed to be Board liaison.

9. Brief intro re adequacy of senior minister evaluation (Steve)

Jill will send us 2020 contract with updated evaluation criteria. We will talk about it at retreat. There is a long history of relationship between minister and church—covenantal relationship, not employee alone. Has been shifting. Because we have shared ministry, congregation gets evaluated, too. Further discussion at retreat or next meeting.

10. Revision to new policies to reflect Chief of Staff responsibility (Steve)

Policy 7.2—leave as Chief of Staff; Jill will have discussions with staff.

8.1 Jill removed minister as a decisionmaker about GA attendees; this is the Board's decision. (Secretary: ADD TO TICKLER for March: "Board approves delegates to General Assembly.) Could coordinate with Nominating Comm.

11. Discussion of retreat agenda and goals (Steve)

2021-22 [goals](#)

12. Covid Policy - Is it time to cease restrictions? Summary from Covid Task force.

Groups of 10 or less, each group is encouraged to mask but can decide not to for that meeting.

13. Policy on Endorsement/Associations Requested by Justice Council (Draft, Steve)

First paragraph deleted from draft.

Coordinating all fundraisers would be good role for Financial Oversight Council

14. Disruptive Behavior [Policy/Procedure](#) (Steve) DEFERRED TO SEPTEMBER

As revised for our June meeting by Kedo Baye, Carl, and Steve

15. Budget Approval Process [Revision](#) (Steve) DEFERRED TO SEPTEMBER

16. GA update (decisions and dissent seen, contemporary efforts) Discussion slated for retreat

17. Mural Approved by Email Vote - for minutes as record

The request to paint a mural on the fence outside the RE Wing was passed unanimously by the Board on August 4, 2022. Comments from Gavin forwarded to Skyla King-Christison; comments from Chareane to be forwarded by Steve.

Text of the email sent to Board members is shown below. All provided a yes vote.

“The RE Council is planning a mural for the fence in front of the Fellowship. This has been in the works for quite a while. Before her Sabbatical, Jill approved the mural. Since then, the Board passed a policy regarding large, permanent signs. If the Board approves this mural, work will begin immediately. Embedded below, I am including the policy, the RE Council's application, and a mockup of the mural. (not shown here). Please reply in the next week with "Yes" meaning you think the project should proceed and "No" meaning the Board needs to discuss this further at our meeting on August 30. An e-vote must be unanimous to pass based on our bylaws.”