

UUFEC Board of Trustees Minutes

2020-09-28

Attendees:

Officers:

President	Gil Brown
Vice President	Athena Riley
Treasurer	John Holt
Secretary	Sarah Albano
Past President	Josh Ashley

Members-at-large:

2020	Toni Pentecouteau
2020	Amy Weisberg

Guests: none

MOTIONS

Motion: "I move that we move \$200 from the minister's professional allowance to the membership committee for good use." -John Holt. Board unanimously supports.

Amy made a motion that the board provide funds to hire a ¾ time minister. The motion passed with a vote of 3 in favor, 2 opposed, 1 abstain.

Josh made a motion at 7:58 PM that we adopt the UUFEC Protocol for Building Use Policy. The Board unanimously approved.

MINUTES

Reviewed minutes from 08/31/2020. The minutes were approved as distributed.

TREASURERS REPORT:

Pledges over budget

A little over for lands and grounds (because of summer grass cutting)

Mortgage: on track (made early payments)

Music director: over budget due to raise (so on track)

We may switch phone providers

PPP Loan: \$13,535. Will talk to finance about how it is spent. Starting to fill out paperwork for loan forgiveness.

Otherwise, interest rate is .001 (1/10 of 1 percent)

STANDING COMMITTEE REPORTS

BUILDINGS AND GROUNDS; Chair: Julie Winfree, Liaison: Athena Riley

'Hi Gil-

Nothing to report for Buildings and Grounds'

Going to hold church clean up Saturday, October 3rd. 8-11 AM

BOARD RESPONSE/INPUT:

COM Committee; Chair: Jane Park; Liaison: Josh Ashley

BOARD RESPONSE/INPUT:

COMMUNICATIONS COMMITTEE; Chair: Steve Dixon ; Liaison: Sarah Albano

Gil,

The Communications Team has created the UU Social Justice Flea Market web page. I can't remember how much we've advertised this in the E-News, but it'll be ready for that soon if it hasn't already been announced.

Steve

BOARD RESPONSE/INPUT: Yay!

ENDOWMENT COMMITTEE: Chair and Liaison: Josh Ashley

BOARD RESPONSE/INPUT:

FINANCE COMMITTEE; Temporary Chair: Blake Farley; Liaison: John Holt

BOARD RESPONSE/INPUT:

Waiting for requests from various committees at this time. . .

MEMBERSHIP COMMITTEE; Chair: Jane Park; Liaison: Toni Pentecoteau

BOARD RESPONSE/INPUT:

RELIGIOUS EXPLORATION COMMITTEE; Chair: Jan Mullins; Liaison: Amy Weisberg;

The RE committee has been working hard to get children and families engaged. The "littles" will be participating in a zoom Picture Book of World Religions program. Their first meeting was Sunday 9/27. Ask Amy for a report. The "bigs" are working to write a UU curriculum for the cartoon series "Avatar: the Last Airbender." Their first meeting was 9/20. So far two children have participated in some way in Avatar.

The committee has called, emailed, texted and sent materials through the US Mail to be sure that parents and children are aware of these offerings.

Thanks,

Jan

BOARD RESPONSE/INPUT:

RELIGIOUS SERVICES COMMITTEE; Shar Farley Chair; Liaison: Amy Weisberg;

Gil,

Just curious if the Board discussed the RSC budget (Guest Speakers deficit) at their August meeting.

Going forward, I wondered if the board had discussed creating some slides for the worship services that would allow members or other viewers to make donations to the congregation, i.e. pledges and social justice charities?

A suggestion from one member was to set up a way via Pay Pal. If this could be done and someone could produce the text on the slide, Ed could design the slide and put it into the service. We could alternate UUFEC donations and Charity of the Month donations reminders.

Our services have been going well. Our viewership has been very good - a recent service has had 101 views, our highest to date. Most are averaging in the 70's and 80's.

The UU Church of Atlanta is our latest church to give us permission to use their sermons and music for a small donation.

My email to our second hour facilitators did not result in any of them wishing to lead a Zoom small group at this time.

Shar

BOARD RESPONSE/INPUT:

Treasurer John will communicate further with Shar about request for funds. The board believes that funds designated for our minister can now be switched to cover expenses of guest speakers.

AD HOC COMMITTEE REPORTS:

CARING COMMITTEE; Chair Vacant: Liaison: Rece Howley

Caring Committee could use a budget for cards and flowers. \$200 a year would be great. (add to the membership committee, since the Caring Committee hasn't been voted as an Ad Hoc Committee)

Gil

Motion: "I move that we move \$200 from minister's professional allowance to membership committee for good use" -John Holt. Board unanimously supports.

BOARD RESPONSE/INPUT:

GROWTH COMMITTEE

BOARD RESPONSE/INPUT:

The Growth Committee met on Sep 21 Approximately 9 people attended. The notes from this meeting were sent out to all UUFEC leadership on 9/27/20. Some of the ideas that we are working on are: sending out postcards to all UUFEC members; doing more caring committee actions; online Thrift Store; advertising for Social Justice Group and for UUFEC fundraising as well as possible other announcements as part of Sunday morning services

SOCIAL JUSTICE COMMITTEE: Chair: None; Liaison: Sarah Albano

SJC met on Friday September 25th. The current focus of the SJC is to find a way encourage donations to Share the Plate and to support two more nonprofits. The additional nonprofits were chosen because they have been developed and are managed by executives who reflect the diversity in our community.

We have proposed highlighting one nonprofit per month. Shar and I have spoken about ways to include information in the service and website, Jane has spoken to Marion about adding information in the weekly E-news.

Continuing to move forward.

BOARD RESPONSE/INPUT:

CALENDAR UPDATE/IMPORTANT DATES

<http://www.uufec.com/wordpress/calendar/uufec-calendar/>

Our Calendar highlights and helps coordinate upcoming UUFEC events.

OLD BUSINESS

MINISTERIAL SEARCH COMMITTEE:

How do we advertise what we are offering, since Doak just received cash and no benefits.

John Holt will look up the numbers offered in 2018.

Offer a lower salary with benefits, then negotiate if the minister wants just cash like Doak

Board discussed to look for a Half-Time minister, with the possibility of going to full time.

We have the assets to hire a ¾ Minister, and a minister is what we need to attract more member.

Amy made a motion that the board provide funds to hire a ¾ time minister. The motion passed with a vote of 3 in favor, 2 opposed, 1 abstain.

NEW BUSINESS

FALL CONGREGATIONAL MEETING:

Bylaws noncompliance: We were supposed to announce nominations 3 months before the Oct meeting:

- *7-11 **Nominating Committee:** The immediate past president plus two members, one the outgoing member-at-large and the other a non-Board member proposed by the president and approved by the Board, shall comprise the Nominating Committee, with the past president as chair. The Nominating Committee shall present a slate of at least one candidate for each of the offices of president, vice president, secretary, and for the vacating member-at-large position. The committee will advertise upcoming elections three months in advance and solicit recommendations from the membership. Vacancies on this committee will be filled by Board action.*
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- Possible Solutions: I propose that either we:
 - Acknowledge that we will be out of compliance with our bylaws due to Covid, and proceed as planned with no other changes to our protocol; OR
 - We proceed with our elections as planned for the Oct Meeting, as called for in the bylaws and, we let UUFEC members know that if candidates come forward AFTER the Oct elections, the president will hold a special congregational meeting and re-vote for any contested positions

- Other solutions?

The Board agreed that we will inform the congregation that we are out of compliance with our bylaws, and that we will advertise the positions as per usual protocol and to allow any interested members to also be nominated or to nominate themselves from the floor at the Congregational Meeting.

Meeting Date and Agenda:

- Sunday, Oct 25th; 11 am. (*this is the time of the usual UUFEC coffee hour and most consistent with timing of our previous fall meetings*)
- Agenda:
 - Welcome and Overview of Meeting (Gil)
 - Continuing as a Virtual church (Gil)
 - Covid update and church opening (Gil)
 - Finance update (John Holt)
 - Search Committee update (???)
 - Election of new officers: overview and vote (Josh)
 - Adjournment (Gil)

Gil or Jane will put out an email to make sure we have a Quorum at the congregational meeting

COVID update:

UUFEC services continue to remain “virtual only”. This is in keeping with guidelines from the CDC and the UUA (<https://www.uua.org/safe/pandemics/gathering-guidance>). It is advised that services do not reopen until May, 2021.

We also must recognize that there is a **spectrum** of possible building usages: From only allowing a single person to use the building at a time, such as our office administrator for example, all the way to allowing the building to open up for a massive wedding with food and singing for hundreds of people.

Likewise, the pandemic exists on a **spectrum**, from the worst phases of it, such as New York, in March, with deaths and contagion occurring at alarming rates, to an essentially 100% infection-free level that could only occur in sterile laboratories.

As the pandemic evolves, we should always be asking ourselves where we are on the pandemics safety spectrum where we should place ourselves on the UUFEC safety response spectrum.

At this point, in practicality, we are allowing multiple people to use the church, in the capacities of office personnel, to service recording, to building cleaning, to people using the bathroom during movie night. I think that we are all comfortable with this level of building use. I therefore suggest that we accordingly move our policy, slightly along the spectrum, to formally allow very small gatherings of people of 6 in keeping with attached proposed guidelines.

Josh made a motion at 7:58 PM that we adopt the UUFEC Protocol for Building Use Policy. The Board unanimously approved.

Next Board Meeting: Oct 26, 2020, 6:32 via video chat