

Monday, October 14, 2019

UUCS Board of Directors Meeting- Approved 11/11/19 by Board

Attending

Benjahmin Boschee
Lynn Cardiff
John Prohodsky
Jack Tally
Steve Ovens
Robin LaMonte
Janet Stevens
Christine Ertl
Julie Warncke
Beth Anne Huffine
Rick Davis
Craig Rowland
Elsa McKinney
James Snowcarp

The meeting was called to order at 5:37 p.m.

Chalice Lighting and centering thought shared by Robin

Information Items

Thank you notes were circulated for: Guy Hallman for service and choir practice music; George Piter for help with getting wi-fi printing set up; Craig Rowland for his work on the Committee on Human Resources; and Elsa McKinney for keeping Religious Exploration going.

Ben Cavaletto shared some thoughts about a discussion at the Men's Retreat focused on Religious Exploration. How can we support young families here at UUCS? Julie invited Ben to consider joining the RE team. It was proposed that someone follow up with some of the issues raised by the Men's Retreat conversation. Ben was asked if he would be able to follow up with developing some concrete steps that could be taken. This can go to the RE team and doesn't have to go to the Board. It was suggested that a follow-up be presented at the January Board meeting.

Small Claims update - \$99 fee to answer the claim was paid. Mediation scheduled for November 5th 9 am. Several people need to meet to plan for it. The meeting needs to be in person but a time will be worked out via email.

Religious Exploration discussion w/Elsa and James. Use of and development of curriculum was discussed. OWL (Our Whole Lives) curriculum was mentioned.

It was mentioned we need to work on keeping people here at UUCS (through RE and otherwise) and following up on why people leave when they do. It was also suggested that at our meetings we need to work on meeting the needs of the congregation along with the administrative stuff our meetings cover.

James and Elsa came up with a proposal in response to the old job description. We need to create a Director of Lifespan RE position before we can hire for that position. Both Elsa and James are working above their positions to keep things afloat in RE. Concern was expressed that they be compensated.

Janet moved and it was seconded that Elsa be compensated up to 20 hours a week at her current hourly rate until a permanent DRE is hired. The motion passed unanimously.

The executive committee will review the salary range and make adjustments to Elsa's compensation.

Compensation needs to be discussed for James also based on information still to come. He is currently contracted for an average of 3 hours a week and the last 2 weeks he has been averaging 5 hours a week. His contract doesn't require that he report hours. At the rate he is going he will run out of hours before the contract expires.

Board Action

Social Justice Team Policy

The use of meeting space for sponsored events that UU members are not actively participating in was discussed. Current policy is for people to submit meeting space request to the office. This would be a separate policy. Suggested that the building use policy be updated. In the past the office administrator had facilitated more of the building use but since Sam left there hasn't been someone doing that as much.

Christine moved and it was seconded to approve the Social Justice Team policy. The motion passed unanimously.

Personnel Update Benjahmin/Craig

Recommendation to hire Laura Christian as music director.

Janet moved and it was seconded that the Board approve hiring Laura Christian for the Music Director at the agreed upon hourly rate and with the agreed upon position description. The motion passed unanimously.

Recommended that the Board authorize Laura to hire for the pianist position.

John moved and it was seconded that the Board approve the Music Director position description. The motion passed unanimously.

John moved and it was seconded that the Board approve the pianist position description. The motion passed unanimously.

Christine moved and it was seconded that the Board authorize Laura Christian to hire a pianist at the agreed upon rate. The motion passed unanimously.

A candidate was interviewed for the Congregation Administrator today and the interview team would like to offer her the position.

Robin moved and it was seconded that the Board approve offering the Congregational Administrator position to Emma Kreger at the agreed upon hourly rate of \$20/hour. The motion passed unanimously.

Board moved into executive session to discuss a recommendation from Safer Congregations.

Robin moved and it was seconded that the Board adopt the recommendation from the Safer Congregations Committee. The motion passed unanimously.

The Board would like to note their appreciation for the work the Safer Congregations Team has done on this matter.

Board meeting attendance were discussed.

Regular Reports

Social Justice Team Report Christine

Treasurer's Report John

Music Committee Report Christine

Christine moved and it was seconded that the Board acknowledge receipt of the regular reports, except the Treasurer's Report for this month is the supplemental report. The motion passed unanimously.

Consent Agenda

Actions of the Executive Committee (See attached minutes):

September 28 Special Meeting re: Small Claims Minutes

Julie moved and it was seconded to approve the items on the Consent Agenda. The motion passed unanimously

Assignments and Upcoming Events

Chalice lighting next month – Jack volunteered

Announcements: Time to change the codes for the building. Board chair and office staff and previous chair are authorized to provide codes. All board members don't have to have codes if they prefer not to.

Benjahmin announced he is resigning from the Board effective at the end of October. He will work with Christine to pass along the Board Chair responsibilities. He said he will be available for small claims process. Christine will be stepping in as Board Chair.

It would be helpful for someone to step forward to coordinate the team council with Christine taking on Board Chair.

Suggestions For Board Retreat: Committee on Ministry concern around Gadfly Papers relating to minority groups

Follow up for the Men's Retreat suggestions should be on agenda in January.

December 8th is coffee date for Board.

7:52 **Extinguish Chalice and Closing Thoughts**

7:52 **Adjourn**