

UUCF Board of Directors Meeting
5/10/2022

Members Present: Sarah, Karen, Wendy, Debbie, Bruce, Thomas, Rebecca, Katrina, KC

Absent: None

Minister: Jason Cook

Guests: Lois Nettleship, Mark Umbriaco

Agenda Item #1: Call to Order

Occurred at 7:06pm

Agenda Item #2: Acknowledgment of Native Land and Chalice Lighting

Rev. Jason acknowledged native land, lit the chalice, did a reading and led us in a short meditation.

Agenda Item #4: Lois Nettleship to Address the Board

Lois provided an update of Planned Giving. The background is that this legacy fund was started in 2009 and is intended for use for a congregational "rainy day". It is invested in the UU Common Endowment Fund with other UU investments. As of July 1, 2021 there was \$171,106 and as of March 31, 2022 (most current date available) the fund has \$162,155 due to market volatility. Lois believes that given the current economic situation, it's very likely that the fund has decreased further since March.

The intention is for Lois to give a presentation to the congregation, possibly at the congregational meeting if she is available on the date selected.

Agenda Item #5: Approval of March 2021 Board minutes

Wendy made a motion to approve minutes; Debbie seconded, no discussion or dissent, motion passed.

Agenda Item #6: Approval of April 2022 Agenda

Sarah made corrections to Agenda and re-sent to Board members.

Katrina made a motion to accept the agenda, Bruce seconded, motion passed.

Agenda Item #7: Admission of reports to the record

With the exception of a written RE report, all relevant reports received and accepted.

Agenda Item #8: Treasurer's Report

Bruce provided the Proposed Budget document which will be presented at the Congregational Meeting next month.

He reports that UUCF has sufficient reserves to cover for Jason's sabbatical. We are in the black for the year with \$9,000 more revenue than expenses. Though this is somewhat less than

anticipated, it is still considered positive since we had no income from a service auction this year.

Rebecca reports from the RE Committee Meeting that Cammie and Sara don't know how to view their pay stub to confirm their hourly rate. Bruce indicates that every staff member should be making at least minimum wage and will follow up on both their hourly wage and how to access pay stubs.

Agenda Item #4: Mark Umbriaco to Address the Board

Mark reports that the Nominating Committee is gathering names for Board member replacements that will happen July 1. There is some confusion as to whether Karen, Debbie and Rebecca's terms end this year or in 2023. Mark will confirm or if it is not clear, have the Committee make a decision. He needs to present the names for vote at the Congregational Meeting. The Board discussed dates for the meeting and selected June 12 so this issue must be decided quite soon as the names must be submitted two weeks before the meeting (May 29). In addition, with the June 12 date Bruce will not be available to present the proposed budget but indicates that Lesley Mahaffey can be his replacement.

Mark also reports that until signage type and placement is confirmed, the Memorial Garden project can't move forward.

Agenda Item #9: FCC Potential Tech Backup Hire

Rev. Jason reports that FCC has hired a tech person (Joshua Sharp) who has gone through training. FCC is paying him \$35 an hour. Jason suggests that UUCF look into hiring him to be a relief/backup to Calvin, who provides tech support every Sunday with no week off. The wage is much higher than what we pay Calvin, who is likely due a pay increase since his duties have expanded. Jason will ask the Personnel Committee to:

1. Review Calvin's wage
2. Hire backup help

Agenda Item #10: Covid Task Force (CTF) Update

Wendy informally asks the board how we as congregants feel about removing the mask mandate. Some board members expressed their opinion. Wendy will be discussing the mandate in the CTF meeting next week.

Agenda Item #11: RE Update

Katrina reports that the attendance for Rev. Judy's workshops have been small and so an effort is being made to increase attendance by encouraging participation from the congregation at large, rather than just from the RE parents. The next RE workshop meeting is May 15.

There is also a request to move Time For All Ages to earlier in the service so the children have more time with their activities. Jason says that another idea is to extend the RE class time for 15 minutes which will give them the extra time and also allow parents to mingle after service for a

bit before picking their children up. These will be discussed at the Worship Committee meeting on May 21. Katrina expressed interest in attending to represent RE.

Agenda Item #12: Comments, Clarifications, Proposals, New Business

- Sarah asks the board how we feel about meeting in person for the June or July board meeting. It was agreed that June will be Zoom, with the possibility of a July in-person meeting or at least a get-together in the next month or so. A larger discussion occurred with an agreement that having most meetings continue to be on-line into the foreseeable future is a way to make Board membership more accessible to congregants. Perhaps two meetings a year could be in-person, with the rest on-line.

Agenda Item #10 Adjournment

Sarah adjourned the meeting at 8:44pm.

Minutes respectfully submitted by:
Karen McDaniel