

## December 12, 2018 UUFN Board Meeting, at UUFN

Minutes, respectfully submitted by Carol Boncelet, December 17, 2018

Board Members Attending: Janet Arenson, Karen Barker, Carol Boncelet, Kay Elizabeth, Pat Field, Lois Hoffman, Jeff Ramberg, Glen Schmiesing

Minister: Rev. Paula Maiorano

Guest speaker: Warren Ellis

6:45 pm Time for congregants to address the Board – none

7:00 pm Meeting began w/chalice lighting

- Brief check-in
- Carol was appointed Secretary Pro-Tem for this meeting.
- Last month's minutes were approved.
- Consent agenda was reviewed and approved, but without the Minister's Report, Treasurer's Report, and LDC Policy - which will be discussed separately.
- Lois asked to discuss the functions of the SRSTs: support and/or supervision at a future Board meeting (hopefully February).
- Minister's Report. Paula had two items she wanted to discuss:

1. Can Paula Cole Jones come to our January Board meeting, as a way to better get to know us?

The Board said Yes.

2. One or two members might be interested in pursuing "Commissioned Lay Ministry." Paula has done some research on this, but she does not have direct experience with it, nor do other ministers she talked to. Before going further, Paula feels we must (1) decide if this is a good program for UUFN, (2) if the candidate(s) are appropriate, and (3) how the candidate(s) would be supervised. There will likely be expenses (but not salary) associated with Commissioned Lay Ministry. A subgroup was formed of Jan, Jeff, and Paula to do more research and bring information to the March Board meeting.

- Jan handed out Our Community Report and said 1 new member joined since the last report.
- Lois noted the Outreach Task Force is still actively meeting.
- Financial Report (Glen): Glen noted that YTD pledges are \$10,000 under the YTD budget and YTD net income is \$16,660, versus the YTD budget of (\$7,010). He thinks the positive net income is likely due to expense controls and the cyclical nature of some larger bills.
- Old Business
  - o Personnel Policy Manual discussion (Carol). Jeff had two questions. On page 1, are we excluding contract minister? If so, we should state that. On page 11, Section III.A.1. what does "provide" mean in the sentence "Employer will begin to *provide* health insurance benefits..." Carol will research these answers and respond via email to the Board.
  - o Policies from Bylaws and Policies Task Group (Glen). See handout. The Task Group members are Glen, Dave Guinnup, and Barb Jezl. They propose to treat Committees

and Teams separately. Board members had a lot of questions about which groups should be committees and which should be teams. This needs to be revisited.

- LDC Policy (Jeff) – will not be reviewed by the Board until it first goes to the Bylaws and Policies Task Group.
  - Funding of capital expenditures update: This will be discussed in detail in January. Regarding the outstanding loans from two congregants - Karen researched back to 2013, when the loans were made and Glenn Cote was treasurer. The loans (which are being paid back with interest) were not made specifically for the parking lot. They were made for capital expenses, and the usage was to be decided upon by the property committee. Karen encouraged the Board to correct any misunderstandings they may hear about.
  - Bookkeeper Update (Glen): Two candidates were interviewed. We expect to have a new Bookkeeper by January 1.
- New Business
- Long Range Action Plan: not discussed, but Karen encouraged everyone to review it.
  - Security Team update. Karen first gave background: she asked Leidy to convene a meeting to try to activate a campus security team. The meeting included Leidy, Kip King, Warren Ellis, and Bob Lillich. Warren gave a summary of their meeting and additional research (see handout). He said it's easy to overreact. Solutions will vary depending on whether we are protecting people or property. There are lots of tech solutions. For example, for a more secure front door, we could keep it always locked and have a camera, buzzer, or move the day care entrance to the breezeway. Every solution will have pros and cons. Jan noted that the day care wants to make sure UUFN is doing something (grills over windows) and wants to reassure parents. She will talk to them at their next board meeting. As this moves forward, we should also look at other UU congregation's procedures. Question: should we post our Weapons-Free policy on the front door? Jeff accepted the role of leading the security team. Right now it is Warren, Kip, and Leidy. The Board was most interested in having the team look at what could be done about a front door buzzer or intercom. We also talked about looking into the ALICE training.
  - Ministerial Transition: not discussed

Meeting adjourned approximately 9:15pm.

The next Board meeting is January 9, 2019 and the Winter Congregational Meeting is January 13, 2009.

