

## 5/9/18 UUFN Board of Directors Meeting

Present: Jan Arenson, Dave Athey, Karen Barker (7:35pm), Rachael Coffey, Kay Elizabeth, Pat Field, Paula Maiorano, Merry Ostheimer, Jeff Ramberg, Glen Schmiesing

Absent: Lois Hoffman

6:45 Congregational time to address the board.

7:00 Chalice Lighting and Check-in

7:10 Consent agenda and minutes from the April BOD meeting approved without objection.

### Action Items

#### RE Coordinator position

Report from the Search Team revealed that there is an applicant who fits all job descriptions. Motion made to approve Andrea Harding for this position. Vote passed this motion unanimously.

Discussion about starting in June.

Motion was made to authorize up to \$1500 to fund work in June. Vote passed this motion unanimously.

#### Retire old and organize new Bylaws & Board Policies Task Force

A new Bylaws & Board Policies Task Force is recommended since the existing members of the task force have been hard at work for several years. This opportunity is intended to rest existing members if they desire and draw new members to this effort. Continued conversation showed that some existing members would like to be discharged.

Motion was made to de-establish the existing Bylaws & Board Policies Task Force. Seconded. Carried unanimously.

Motion was made to establish a Bylaws & Board Policies Task Force and delegate the charge of enlisting new members to the Current President. Seconded. Carried unanimously.

#### Disruptive Persons Policy

Discussion followed about problems with current policy and ways to improve it.

1. There's a lot of references about how the COSM would handle a disruptive incident. We no longer have a COSM.
2. What are restorative justice programs that may be an option?
3. Should the policy automatically offer restorative justice?

Should the Board refer this issue to the new Bylaws & Board Policies Task Force and/or Sexually Safer Congregation Committee? There will be further investigation. This issue will be tabled until the next BoD meeting. Vote carried unanimously.

### Discussion Items

#### Volunteer Recognition Sunday

Committee Chairs, RE teachers, and Board Members will be recognized during the June 10th service.

#### Report of the Staff Resource & Support Team (SRST)

SRST will meet with the staff person and offer support rather than supervise. Paula has benefitted from this support and is grateful for the respectful dialogue that occurred. When Andrea is hired there will be another SRST formed. There will be flexibility around which board member will work with which staff member.

Motion was made to adopt the Staff Resource and Support Policy as amended. Seconded.

What procedure will there be to fill the SRST position? It will be up to the Board of Directors to fill positions with the possible help from the Personnel Committee. Essentially, there will be no need to have a Chief of Staff. Responsibility will be spread around and will take the burden off on individuals while allowing the congregation to be more involved. This "forced" conversation is a great way to support the staff.

Motion was carried unanimously.

Motion was made to authorize an SRST to support Andrea. Seconded. Motion carried unanimously.

#### Break

Motion was made to amend the agenda to add an item: Position Description for Ministerial Services with Rev. Paula

There was a discussion about:

Wording- change leadership to resource.

Stewardship- Paula believes this is a key component to building a congregation.

Filling the pulpit a minimum of 20 times.

This item is tabled and will be discussed again in June.

We don't want to set a precedent other than the UUA process.

We need to rework the Employment Agreement for Paula so it is a w2 contract.

#### Ministerial Task Force

Dover Congregation is interested in sharing a contract minister and has already put together their own Search Team.

UUA has a search process but it will not be ready this year.

David Pyle's replacement is not known yet.

Motion to appoint an Exploratory team that includes Kay Elizabeth and Pat Field. Seconded. Carried unanimously.

#### WRCC Lease Agreement

Jan will double check the documents.

#### Financial Report

UUFN contribution to UUA in the approved budget is halved, which is \$7800.

In order for the Communications Committee to do what they wish to do in next fiscal year, they may go over-budget.

So the committee should propose a plan to the Board so funds can be allocated.

The money to fund RE Coordinator during June in the current fiscal year would come out of RE Coordinator item.

#### Board Goals

1. Financial sustainability (staffing) has grown.
2. Intra-congregational communications has improved, but there is still a lot more to do to find an equal relationship with a called minister.
3. Solidity identity & culture
4. Engage members and visitors effectively

9:08 pm      Check-out and Chalice Extinguishing

#### Post-meeting E-vote

The Board voted to approve the #PowertothePolls Grant Request that will support support the democratic process in a nonpartisan manner by participating in voter registration drives, providing nonpartisan educational materials or forums for voters, or by volunteering to help registered voters get to the polls on election day.