

UUFC Board of Trustees Minutes February 28, 2021

Holley called the meeting to order at 12 Noon.

Rev. Christina Branum-Martin: Chalice Lighting and Opening Words

Members Present: Holley Ulbrich, Dave Sanders, Michael Elder, Derek Wilmott,
Suzy Marcus, Martha Alexander and Rev. Christina Branum Martin

Guest: Kathy Crain

Holley: Check-in

Kathy, Guest Comments: She showed a photo of a birdfeeder between the buildings at UUFC that was built by Carl Ulbrich in memory of Merrill Palmer where she and Jim Alexander used to take turns supplying bird food. She was making the point that many of us have given gifts and volunteered our time in service to UUFC, and urged us to consider how much of our money, time and energy goes into the Fellowship itself rather than the larger community.

Approval of the January Minutes 12:30 pm

Rev. Christina: Presented a report of the numbers of people who have watched the recorded Sunday Services and an Interim Minister report.

Interim Minister's Report to the Board of Trustees January-February 2021

The perspective of this report is based on developmental tasks of an interim minister congregation, the priorities listed in the application for Interim Ministry, and the priorities established by the Transition Team. March 1, 2021 is the date to decide on Interim Minister extension. Every six months an evaluation will be sent out. Rev Christina said she would be happy to continue the work here. The board voted to continue Rev. Christina for a second year and that we will evaluate the possibility of extending to a third year in April. Rev. Christina and the board are working with Keith Kron at the UUA on the work of interim ministry.

Dave: (Finance) trying to get in touch with Dave Rife concerning maintenance of the Sanctuary Garden. Kenelly fund is to be used for plants and grounds.

Old Business:

1. The locks and codes have been changed on the door in the main building. However, there is an ongoing difficulty with the latch.
2. The indoor plants are still being tended at the home of Mr. Marcus. Suzy reported that they are doing well.

3. Discussion is ongoing as to how Personnel fits in the organizational chart. Michael will meet with Elizabeth Branstead and Rev. Christina.
4. Dave moved that there be no changes in the Board Covenant that was adopted in 2012.
5. The goals established at the board retreat will be communicated with committees.
6. Financial support for UUA will be decided in March or April.
Stewardship appeal is closed.
Keith Kron of the UUA suggests extension of interim minister to a third year with decision being made in April.

Reports and New Business from Councils:

1. Michael, Finance Council:

January and Preliminary Financial Results February: 35% of budgeted income for the year has been received thanks to pre-paid pledges and the PPP funds being forgiven. There has been a decline in expenses for staff, utilities, supplies and educational materials. The net result is a gain of around \$39,000.

Insurance Requirements for Outside Contractors and Vendors: The Board of Trustees voted to exempt Joe Harris and David Rife from the requirement to have General Liability Insurance since they will be providing casual labor and will be covered under our liability policy at no additional cost.

Online Contribution Processing System: The finance council will meet to discuss possibly changing from PayPal, our online contribution processor, to the VANCO processing system which is used by some 30,000 churches including many UU congregations. Advantages of going to VANCO is that it seamlessly interfaces with our accounting system (Power Church) and will save significant bookkeeping time. The cost may be slightly higher but donors have an option to cover the fees. It was decided that the Board of Trustees do not have to approve this change. Donors will be contacted about this change.

Fund Raising: The Valentine Bake was a great success selling out all offerings and generating over \$600.00 in contributions. Beyond the monetary benefit was the engagement of so many in the congregation whether as bakers, consumers or behind the scenes support.

Two members have volunteered their vacation homes for auction. The first one this spring for a home on Pawley's Island. The second will be later in the year if the Canadian border opens up.

Personnel Recommendations: In consultation with the Personnel Chair and the minister, revised employment agreements are being developed for staff that will be included in a future Personnel Policy revision. Draft changes include a different title for the administrator. Modify the approach to providing paid leave for part-time staff. Proposal is that for every fourteen hours of work, a staff member receives one hour of paid leave. A recommendation will be made at the next Board meeting. Rev. Christina commented. "Make sure Becky knows she is supported."

2. Suzy, Council of Committees:

Virtual Easter Egg Hunt: An egg is put on the UUA website. Once one is found participants move on to the next congregation. More instructions will follow.

Holley moved, Dave seconded and the board approved engaging in the Easter egg hunt.

Parking lot Easter Flower Communion: People stay in cars. Emily Hiebel will help with transmission and give space requirements. Rev. Christina and Suzy will discuss this.

Re-Entry: We are now in Phase 1. Ten people may gather outside and use the bathrooms. See the Weekly Connection or the website for specifics. Wait for 30 days without a spike and Phase 2 may begin in mid-April. Planning for live streaming in Phase 3; March 6th worship planning

Other New Business: By-laws Revisions

Personnel Committee: No new members are required as the Personnel Chair reports to the Finance Council.

Committee Membership: A policy change has been made for membership on committees. Michael moved, Dave seconded and the change was approved as amended. See website.

Social Issues: Moved by Dave: Rewritten policy on social issues. Approved

Title Change: Change Karen Hiebel's title to Lifespan Faith Formation.

Misconduct: Suzy moved, Dave seconded and the board approved the policy on sexual misconduct, physical abuse or harassment.

Six Month Interim Report: Rev. Christina will send the report in March.
The meeting was adjourned at 2:09 pm.

Respectfully Submitted

Martha Alexander

Michael moved, Dave seconded, Minutes approved, March 28, 2021, 12:17 pm.