

OUUC BOARD MEETING MINUTES Thursday,
August 8, 7 – 9:30 PM OUUC – Classroom 3

We are a liberal religious community that opens minds, fills hearts, and transforms lives.

Board Officers Present: Arnold “Fritz” Wrede, President; Christine Parke, Vice-President; John Tafejian, Treasurer; Barry Zickuhr, Secretary **Members at Large Present:** James Trujillo, Don Melnick, Rob Radford, Brian Coyne, Sarah St. Clair **Ex-officio Member:** The Rev. Mary Gear
Members absent:
Congregational members: Tim Ransom, Bruce Wells, and Maureen Wells

7:00 - Opening Words, Fritz

7:02 - Welcome and Check-in

7:07 - Reviewed Agenda

Dropped Quarterly Financials, April.

Added Decision for Parsonage compensation and safety (active shooter) incident plan

Moved financials to report & discussion

7:12: no congregational concerns

7:12: Tiny House Report – Tim Ransom, Bruce & Maureen Wells

Created Faith Alliance Initiative for Tiny Houses (FAITH)

Survey found a lot of undecided people. Decided not to host a village on our property but will support other churches & groups. Carol McKinley is organizing visits to Plum Street Village. Group is also supporting people under the 4th street bridge. Looking for some driving direction or organizing from the top – perhaps from the executive.

For the Board from Mary: What is our vision/mission involving this issue? What is the identity of this congregation involving of this issue

7:41 Calendaring – startup meeting needs to include transition team. 27th & 28th pending Tandi’s availability
For Policy Governance meeting, perhaps Dan Hotchkiss? Author of Governance & Leadership:
Rethinking Board Leadership.

A small workgroup to work on clarifying Policy Governance and our implementation, and an assessment of where we are and where we are headed. proposed by Fritz.

Group consists of: Mary, Chris, Don, Rob & Fritz.

Will reschedule the Policy Governance retreat at some point in the future

8:07 The chair informed the meeting that, under the tax law, a minister is not subject to federal income tax on “the parsonage allowance paid to her as part of her compensation to the extent used by her to rent or provide a home.”

After considering the estimate of Rev. Mary Gear of her home expenses, Don Melnick moved (and John Tafejian seconded) and the OUUC board approved the following resolution:

RESOLVED that of the total cash salary for each year, \$36,000 (\$3,000 per month) is hereby designated as parsonage allowance for Rev. Gear;

RESOLVED that, for so long as OUUC employs Rev. Gear and unless and until modified by further resolution of the OUUC board, the above amount of designated parsonage allowance shall apply to all future years.

Resolution unanimously passed

- 8:08 Discussed active safety policy. Rev. Mary Gear will take this one as an operational issue.
- 8:12 Discussed person living on church property (tent in woods, car in lot)
There are two tents & campers with permission on our lot. They're now off of church property, camping with permission on a neighbor's lot to the NW. Rev Mary has only granted permission to the one woman & her son. Any others will need to see her. Mary has communicated with the neighbor to the west, and Carol McKinley with the neighbor to the north
- 8:34 Community Life Coordinator position. Job description is a bit ambiguous, but the position is definitely needed. Consensus is that it is a half-time position, not the quarter-time position as it is currently funded. Half-time triggers benefits, so will be significantly more expensive.
- 8:39 Board meeting logistics – we may want to consider a different form of meeting management. Consensus model is used by several congregations. Will require a bylaw change if decided for congregational meetings.
We may look at using this for the board. A consensus basis may work best for us.
Don Melnick moved to change the format of the minutes to a more detailed format of the rationale behind decisions. Movement seconded, unanimously adopted.
- 8:51 executive session – personnel matter was discussed.
- 9:22 Adjourned

Respectfully submitted by Barry Zickuhr, Secretary

06/30/19 Financials

Revenue: Total Pledge Income received through June 2019, \$212,122 - 109% of pledged amount; Auction Income not shown yet; E-Sales way ahead of budgeted amount.

Ministry Expenses:

Ministry:	2019 Total Budget	Period Activity	2019 Expense YTD	% of YTD Budget
Spiritual Life	\$6,000	\$358	\$3,446	115%
Faith Development	\$7,075	\$0	\$4,306	122%
Resource Ministry	\$36,017	\$2,817	\$16,504	92%
Faith in Action	\$4,500	\$0	\$170	8%
Community Life	\$1620	\$0	\$215	26%
Executive / Administrative	\$196,190	\$15,687	\$95,449	126%
Personnel	\$235,741	\$20,109	\$118,306	97%
Total:	\$488,574	\$38,972	\$238,399	105%

Notes:

- Expenditure Notes: Annual Building Insurance paid in June, \$4789.
- Executive/Admin variance of \$7000. The Interim Ministers salary is paid over 7 months, but the budget is spread over 12 months. So each month for the first 7 months there will be a variance, then by the end of the year, this will be OK. This isn't visible in Operating budget.
- Year-to-Date balance, Revenue minus Expenditures = \$13,685

Equity Fund Activity:

Select Reserve Funds	Balance
General Operating Reserve (5%)	\$24,428
Property & Land Equity Balance	\$1,375,800
Endowment Fund	\$322,645

Balance Sheet: Checking Account balance on 8/5/19, is \$72,968.

Endowment Team - The move to UUCEF is complete. There is still a small balance in the Vanguard account that is part of the endowment fund. We want to keep that account for transferring stock when members gift it to OUUC.

OUUC and Tiny House Project- Q & A

Question- Is OUUC keeping the Tiny House on our church property?

Answer- Undecided

When, in the recent survey, almost a quarter of OUUC respondents indicated they were undecided about hosting tiny homes on our property (41 Yes, 39 No, 23 Undecided), Rev. Posa wanted to delay making a final decision about hosting until more time has passed and questions been answered. OUUC might be able to donate its tiny house to another church that will be hosting a tiny house village on its land, but currently Westminster Presbyterian is the only one seeking a permit to do so, and it will be at least September before they would have room for it. So for now, OUUC's house will remain here.

Question- Rather than hosting residents in 2-3 houses on our property, which is isolated and far from services, wouldn't it be better to assist other churches that have enough space for a larger village (8-12 houses) and are more centrally located?

Answer- Our experience with other housing efforts for the homeless, like Quixote Village, indicates that many people in fact prefer a quieter, more secure setting distant from the dynamics and problems of central Olympia, as long as there is sufficient access to transportation and services. We could screen prospective residents for those that prefer such a setting. The Low Income Housing Institute (LIHI), which operates the Plum Street Village, and caseworkers hired by the City of Olympia will insure that any residents we may host would have access to the services they require.

In addition, of the 13 FAITH (Faith Alliance Initiative for Tiny Houses) member congregations, only Westminster has stepped forward to host unsheltered folks on their property. At present we and several other groups are discussing with Westminster how we can best assist them in building and operating their village. The fact that we do so, however, does not mean we cannot host our own mini village in order to increase the amount of housing available in our community if we so choose. In addition, there are a number of nearby amenities, such as GRuB, The Evergreen State College and shopping opportunities on Harrison Street, that may be attractive to some prospective residents.

Question- If we were to host homeless residents here, what about safety, sanitary and security considerations?

Answer- The City of Olympia wants any efforts we make to participate in the Tiny House Project to succeed. To this end, we can develop our own screening criteria for prospective residents, such as being clean and sober and free from disabling mental illness. These criteria, along with a set of rules developed by LIHI, would be incorporated in an agreement that each resident would have to sign. LIHI staff and city case managers would oversee compliance with this agreement and would be responsible for evictions, should the need arise. The City also would provide sufficient sanitary amenities (port-a-potties with hand washing stations), free of charge (including maintenance). Residents would have access to showers elsewhere, or in the church should we decide to allow that.

Our experience indicates that the most safety and security-conscious people involved will be the residents who, as homeless people, have known the dangers of living on the street or in encampments. It is likely that a hosting church and its neighborhood would benefit from these "extra pairs of eyes." In addition, the City's permitting process requires the development of a security plan for each site that could include fencing, for instance.

Question- How can we be sure residents will keep the site clean and safe?

Answer- Residents would be required to sign a detailed contract that specifies the rules, including those we might add to the city's basic agreement, that they would have to live up to. Compliance with the agreement would be supervised by LIHI and city staff. In addition, evidence from other tiny villages indicates that most unhoused people desire and are willing to work for a safe, clean place to live. Eugene's UU Church has found hosting folks in a small tiny house village to be a very positive experience. Residents keep watch over

OUUC and Tiny House Project- Q & A

church property and some do yard and maintenance work, and very little has been required of church members. In fact, Eugene UU minister Lois Van Leer has said that in the relationship, "we benefitted more than the residents."

Question- Many OUUC members are already giving of their time to other worthy causes. If we host ourselves or help Westminster, who will do the work? Would hosting be a burden to church staff?

Answer- In the recent survey, about 40 people (of the 100 that responded) indicated that they would be available to volunteer in some capacity, including supervision, liaison, clean up, food, potlucks, transportation, construction, showers, building relationships, and listening. (An additional 30 members of the congregation were undecided.) Moreover, many other churches, who don't have space, are ready and eager to provide volunteers to any church that hosts. Church staff would have no responsibilities for the tiny house residents; any safety or security issues they may have would be incorporated in the agreements with LIHI and the residents.

Question- How would hosting several tiny houses in our parking lot impact our parking? Do we have enough space?

Answer- A tiny house village of three buildings with parking for residents could use up to nine parking spaces. Church members have discussed meeting this need by increased use of car pools and bicycles and by parking off site at peak times. Increased allotment of parking closest to the church to handicapped spaces has also been discussed.

Question- How long would our commitment to host have to be?

Answer- The City has asked that host churches commit to one year, after which an extension could be negotiated.

Question- What about our neighbors? Have they been informed of our interest in hosting tiny houses?

Answer- The City of Olympia requires and will help conduct a neighborhood meeting as part of the permitting process, should we wish to apply. We know that some neighbors are already aware of the possibility, and hope that many will remember the success of Camp Quixote on our property.

Question- I've never met a homeless person, and I am nervous about it. What are they like?

Answer- As we learned with Camp Quixote, the best way to "demystify" homelessness is to spend time with folks in the unhappy situation of being without a roof over their heads. To do so, you can join others here at OUUC who are providing services to those in need, including:

- * Preparing and serving a meal at Olympia's Community Kitchen at the Salvation Army monthly;
- * Providing food and hosts at the Interfaith Works Overnight Shelter two nights each month.

You can find more about how to get involved with these and other programs on the OUUC website.

In addition, you can now join other UUs in two new activities designed to assist and get to know our disadvantaged neighbors. Look for signup sheets in the Commons for opportunities to:

- * Visit and share a meal with residents at Plum Street Village;
- * Bring meals and personal items to the folks camping under the 4th Street bridge on Mondays 7:00-8:00 PM, along with Bruce & Maureen Wells

Questions? Contact the Rev. Carol McKinley, Bruce Wells or Tim Ransom

OUUC SURVEY ON HOSTING TINY HOUSES

Led by the Faith in Action Team, the Olympia Unitarian Universalist Congregation has been considering the possibility of providing transitional housing to some of our homeless neighbors in tiny houses erected on our parking lot, in partnership with the City of Olympia and the Low Income Housing Alliance (LIHI). We have already constructed one tiny house and have held *several informational meetings to discuss our options with representatives from the City and LIHI.*

In order to move forward with a decision regarding hosting, our ministerial leadership has requested that the Faith in Action Team seek input, in the form of a survey, from the Congregation concerning the level of support for such an action.

Please respond to the following six questions:

1. If OUUC decides to host guests in three tiny houses on our property, would you welcome the decision?

Y/N/Undecided

2. If OUUC decides to host guests, would you be willing to volunteer a minimum of two hours a month to help support this effort? Ways to volunteer could include: hosting inside church during building use by guests (e.g., scheduled shower times); helping with transportation needs (bus passes, rides); hosting OUUC potlucks with residents; being an OUUC liaison to residents, etc.

Y/N/Undecided

3. If OUUC decides to offer support to one or more other faith communities that are hosting guests in tiny houses on their property, would you welcome the decision?

Y/N/Undecided

4. If OUUC decides to offer support to one or more other faith communities, would you be willing to volunteer a minimum of two hours a month to help support that effort?

Y/N/Undecided

5. In what ways would you be willing to volunteer [in 2 or 4, above]?

6. What questions or concerns do you may have regarding hosting the homeless in tiny, transitional housing on our property? [in print version, "Continue on back if necessary."]

Name (optional): _____