

OUUC BOARD MEETING MINUTES

Thursday, June 11, 7:00 – 9:00 PM on Zoom

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

Board Officers Present: James Trujillo, President; Christine Parke, Vice-President; Jason Martinelli, Treasurer; Barry Zickuhr, Secretary

Members at Large Present: Brian Coyne, Sally Alhadeff, Diana Finch, Rich Kalman, Wendy Endress

Ex-officio Member: The Rev. Mary Gear

Members absent:

Congregational members present: none

Opening words: Diana Finch

Check in

Review Agenda

Consent Agenda - May Board Minutes **approved**

Congregational Member Concerns/Comments no congregational members present quarterly – January, April, August, October

Treasurers Report

PPP Time extended. Realm accounting proceeding. Jason will do formal reports

James noted information about the schedule – no meeting in July. Board Officers will meet.

Realm accounting taking longer than expected

Committee Reports

- **Capacity Planning**

Looking for a new charge, perhaps related to returning to the building. Rev Mary is interested in the possibility of help planning for Phase 3 or 4.

- **Revenue Enhancement**

John is still willing to be the head of the committee and can report to the board directly or via Jason.

- **Bylaws & Governance Manual Review**

Discussed timelines for reporting and that committee will be continuing the review next week.

Rev Mary asked about sending a bylaws question to the committee – Sally will accept that.

Ministerial Report

Noted a question about the Minister's schedule, and what the formal start date is to correctly assign leave, etc.

Discussed aligning that with the fiscal year. This was not noted in the contract, which came from the UUA sample.

Reported on joining the faith leader's letter to Gov Inslee supporting his decisions

Realm transition – it is clear our current bookkeeper is having trouble with Realm. This is the second person having trouble. Rev Mary is having meeting with a Realm consultant and other person to discuss management. Also deciding whether Realm is a good direction in retrospect.

Staffing Discussion – Executive session

Minister Evaluation – Executive session

Executive Session closed

Board Self-Evaluation

Use the tool James sent – no questions, it looks good. We will use from here on out.

Disruptive Behavior Listening Session Results

Things went well, we had helpful comments that will strengthen the policy and there were some questions/problems with the tone of the document. Too “paternalistic”, rigid, legalistic. People recognized the need for a process.

It seems that this has not been clear and there’s no process, which has caused problems in the past. But some said we should be able to

There were old policies in the binder that Diana has – the old policies that were supplanted by Policy Governance. There is clearly confusion as people think those policies are still in force.

Those policies lie with operations, not with the Board, and that’s what the Governance Manual covers. Those operational policies need to be worked on.

We noted that we don’t want this policy to be an executive enforced policy, so we needed something with the board.

Barry will post the listening session online.

Diana & Wendy volunteered to join the committee

Committee will meet and bring a draft to the July meeting (Chris, James, Brian & now Diana & Wendy)

Discussion about the definition of Disruptive behavior and when that policy would come to bear.

What are our responsibilities in times of rapid change?

Reviewed article, discussed different communication methods. Noted that we need to communicate clearly in multiple ways. “Here’s what we’re doing, here’s what’s going on”. Remember that we are pretty good with projecting calm.

Where is the board’s role in the increased crisis of depression and isolation.

Thoughts are to repeat repeat repeat AND to include different methods of communication. Ground ourselves.

Having a drop-in session weekly or periodically might be a good idea. No agenda, just drop in and chat.

Listening sessions require a lot of prep.

Weekly emails from Rev Mary get good responses.

Review new business and assignments for next meeting

Tasks and assignments:

Rev Mary will send bylaws question to Sally for inclusion in the next subcommittee meeting

Wendy & Diana will join the Disruptive Behavior Committee

Disruptive Behavior Committee will draft changes for July with potential approval in August

For next meeting –

Barry will do opening & closing words

Sally will grade the meeting

Closing

Respectfully submitted this 11^h day of June, 2020 by Board Secretary, Barry Zickuhr



Rev. Mary Gear



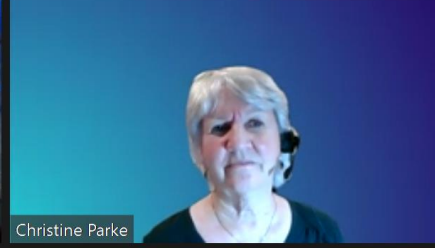
Barry Zickuhr



James Trujillo



Brian Coyne



Christine Parke



Jason Martinelli



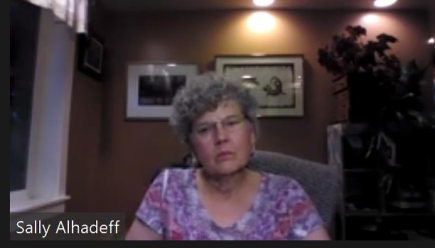
Rich K



Diana Finch



Wendy Endress



Sally Alhadeff