

OUUC BOARD MEETING MINUTES

Thursday, August 13, 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: Sally

Check in

Review Agenda

Consent Agenda - July Board Minutes clarifications needed. Moved to end of agenda for approval

Congregational Member Concerns/Comments no congregational members present

Chris will do the monthly board video

Ministerial Report

Study week did not happen as there were several issues that needed attention, including Tom Joldersma's passing.

Sent calendar to us.

Media specialist update – first & second interviews complete. Second Interview panel was staff with Mike K. & Martha G.

Good candidates. Rev. Mary is making reference calls and will hopefully make a selection soon. There is hope to overlap with Rev. Kari.

Question about Tom J's picture, and noted there is a memorial page on the OUUC website

Question about Realm transition. 99% there, with some cleanup. The contractor is really good – Paveway. Transition is going great.

Question about transferring \$6,500 out of reserve. No one has asked about this to date. Q&A session is planned once/month for Pathways questions. This may conflict calendaring the board listening sessions.

Quarterly Financial Report

Financial statement is on Google Drive. Pledges are 110% of budget. Auction not showing as it is in July, and it was \$13,000 above projected. Other areas are coming in over projection as well.

Reviewed reports and explained some of the ways categorization is making the numbers a bit odd. Example, staff benefits seem to be in the negative, but it's because other items of listed in a different category. It actually balances out.

Bottom line, expenses are less than budge by about \$30,000 so far.

PPP – we are still awaiting final instructions. John T, as signer on the loan, is helping us move through the process. We are still waiting on the forgiveness to move the \$ into the general fund. It has been spent for payroll, but until the loan is forgiven we will keep that \$ in a different account. We're just waiting on the form & process for the forgiveness application.

Question on the UU pledge. We will opt for a conservative approach.

Kudos to Jason

Committee Reports

- **Capacity Planning**

Members of the committee are Frank Turner, Mayanne THomsom
Reviewing the health requirements from the state.

- **Revenue Enhancement**

Met two weeks ago. Jason, James, Diana, Wendy Tanner, Steve Tilly & Rev Mary

They ask that the board determine what the needs are for the funds. To what end, and how does this tie to our missions

Discussed operating fund changes due to demographic changes as we shift to younger less

Possibly another auction or holiday bazaar? (just thoughts, no commitments)

Discussed retiring the debt and freeing up funds for operating budgets

Endowment was discussed. Why did we create this foundation when we had a large mortgage debt. Quesitno, does it make more sense to pay off the mortgage, and pay the church back the endowment.

Again, these are brainstorming thoughts, and this is an ongoing discussion.

Building rentals (unfortunately COVID), capital grants from the Growth Foundation- perhaps more solar panels.

Encourage people to pay into paying off the capital debt rather than the endowment – incentives like a room name.

Very lively discussion!

Bylaws & Governance Proposed changes

Barry reviewed the document

Brian moved to adopt the Governance manual changes outlined by Barry. Motion seconded by Sally, **approved unanimous.**

Barry will incorporate those changes and send the updated document to Rev Mary & Darlene for posting on the website.

Neighborhood representation and homelessness issue on church property

Main issue about parking lot campers, and children using the outside space.

There is some suggestion that we allow the parking lot to be used by overnight parkers – but this is something that may not be disapproved by the neighbors. We need to be compassionate & also protect our assets.

Steve Tilley has done a lot of work on this issue with the city & other UU Churches. Where does this fit in our vision/mission and our staff time? Steve has requested a meeting with Rev Mary about this. There will be need to be buy-in with:

- Leadership
- Neighbors
- Volunteers

Noted an issue with people using the grounds for a bathroom, filling the dumpster.

Question about clarity on who is responsible for this – there needs to be a discussion with the staff, board, congregation & neighbors. There is no intention to allow people into the building.

There are large operating questions. The moral owners, our congregants, say that environmental issues & climate change are of more importance than homelessness at the current time.

Discussed the Faith and Action visioning that will be on October 3, to discuss where we want to go as a congregation. The larger question is where does this fit with our Social Justice process.

James & Diana will coordinate who to meet with the Neighborhood Association.

We will wait for the proposal from Steve Tilley.

Non-covenantal Behavior Policy update & adoption

James reviewed document and we made changes.

Discussed 911 response vs emergency personnel

Safer congregation team is working on safe response as well.

Discussed restorative justice circles be added.

Should we add examples such as restorative justice circles, etc?

Barry moved to accept the changes and adopt the policy. Brian seconded. **Approved unanimous**

Stewardship Team questions for Board

Tabled due to time constraints, may be answered via email or at next meeting

Board and volunteer group recognition/installment ceremonies

Discussed recognition and installation during worship services.

Retreat agenda & location finalization

September 19. It looks like we need to break the retreat into two sessions. We need an external facilitator for our Ends, Mission & Vision. We will need to expend funds. We will likely not be able to do this AND our other items. James will work on the new agenda and notify the board.

Review new business and assignments for next meeting

Tasks and assignments:

Chris will do the monthly board video

Chris will email Barry Capacity Planning members

Barry will complete Governance manual and send it to Rev Mary/Darlene for posting

Barry will finalize the Non-covenantal Behavior materials and get them ready for posting

James & Diana will coordinate who to meet with the Neighborhood Association, and move forward pending the plan based on Rev Mary's meeting with Steve Tilley

James will work on splitting the agenda for the retreat and notify the Board of our new agenda(s)

James will notify us of dates after the meeting later

For next meeting (Thursday, September 10)

Wendy & Diana will do opening & closing words

Rich will grade the meeting

Minutes as changed approved

Closing Rich

Respectfully submitted this 13th day of August, 2020 by Board Secretary, Barry Zickuhr
