



Board Meeting – March 18, 2020

Our Mission: To be a compassionate, welcoming community that nurtures spiritual growth and practices justice.

Meeting Minutes

Board: Gail Bishop, President; Ann Hutton, Vice President; Rob Harveland, Treasurer; Greg Turosak, Secretary; Kim Reid, Dave Siljenberg, Joe Lobl, Molly Dingel and Sarah Hayes, Members at Large; Rev. Luke Stevens-Royer, ex officio

Absent: Joe Lobl, Members at Large

1. **Call to Order and Chalice Lighting:** Gail called the meeting to order and the chalice was lit.
2. **Consent Agenda:** Motion by Dave, second by Molly to approve Consent Agenda and minutes from February. Approved.
3. **Financial update.** Rob reported that things are looking good, with income exceeding expenses. At Finance Committee, some time was spent going over projected budget for next year. Rob reported that after the meeting, the Finance chair expressed concern that we are striving to do too much. Rob stated that until we see where pledges come in, the projected budget reflects our goals.
4. **Old Business.**
 - a. **Liaison reports:**
 - i. **Personnel.** Kim said the Personnel Committee met to discuss matters including a member of the congregation directing the building assistant to perform tasks. Kim said she did not believe this been an extensive problem. A member of the committee then talked to the congregant, who indicated he would try to do better.
 - ii. **Property.** Greg said that the Property chair reported that Bob the Bug Man is in the process of providing a quote to address the ant problem.
 - iii. **Faith development.** Nothing to report.
 - iv. **Safe congregation.** Nothing to report.
 - v. **Sanctuary.** Nothing to report.
5. **Minister's report.** Rev. Luke noted that he and staff and ministerial colleagues did not train for pandemics. This and other churches have ancient traditions of gathering in person. One precedent is that in 1918, our church was closed for about 5 weeks during the Spanish flu pandemic. The building is now closed to all but staff, and the staff has worked to create virtual options. We have a lot of resilience. Rev. Luke, Rob and Jay Smith are working on ways to live-stream the Sunday service without the congregation present. Rob said the first week will be recorded, hopefully followed by live-streaming. Rev. Luke said staff is working on ways to connect with children/youth of the church. This is a trying time, Rev. Luke said, and he suggested consideration of a resolution to allow staff flexibility to address needs as they arise during this time. Gail suggested that board work on wording via email, and vote on a resolution via email.

6. Continued Old Business.

- a. **Sex offender/risk reduction policy.** Gail noted that because of the pandemic situation, forums are canceled. Rev. Luke noted that online forums are probably not the best venue for this topic. He said he would continue to work on the wording of the draft policy with Teri Aldred. Board reviewed tweaks to the wording of the draft. Gail asked that if there are further suggested tweaks, email her after the meeting, and that the resulting draft will be what stands for upcoming meetings with congregants. Board is not asked to approve final version at this meeting, only review the version that others will see going forward for now.
- b. **Shared ministry.** Kim and Greg provided updates. Shared Ministry group met with Finance Committee and has continued to meet with as many groups as possible. Rev. Luke said the planned meeting between Shared Ministry Team and staff will need rescheduling. He said that by and large he believes most people are coming around to understanding and supporting the concept. Kim noted that team member Jeff Larson-Keller explained the construct of dividing decisions into Run, Grow and Transform decisions. She said some people may think we're giving too much authority to staff, but if we explain it in terms of Run, Grow and Transform, and that we want staff to have flexibility to make day-to-day decisions but not key strategic decisions, then people will be more comfortable. Kim and Greg also reported that the Shared Ministry team has discussed drawing from current leaders for first-year team members and recommending those names for board approval.
- c. **Building & Visioning.** Ann reported that about 70 people attended a recent Wednesday evening forum on the topic, with good comments and suggestions. Some people are synthesizing what it may mean to leave this building and location. She said that Erika Fetterman has plotted on Google Maps where congregants now live and have lived historically, to help provide a perspective on what another site might mean. Gail reported there has been a cursory meeting with a second architect, who will tour the building at some future point.

7. New Business.

- a. **Future forums.** Gail said forums are going to get pushed out further in the future. The planned State of the Church forum may need to occur at the annual meeting. Rev. Luke stated that he and Erika will look at the calendar and see what might be re-created.

Rev. Luke shared a reading from Kitty O'Meara.

Meeting adjourned.

Addendum to minutes. On March 20, the final wording of the resolution regarding the pandemic situation that was discussed at the March 18 meeting was circulated via email. Motion by Gail, second by Greg, to approve the motion as follows: **"The uncertain environment created by the COVID-19 pandemic necessitates an urgency to react quickly to the changing environment to ensure safety and enable First UU to best serve our congregants and friends. The board encourages the staff to explore feasible options, and to act quickly and judiciously with flexibility and grace to advance our mission as needs arise."** Approved via email.

Respectfully submitted, Greg Turosak, Secretary