



Board Meeting – June 17, 2020

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

Meeting Minutes

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

Absent: Molly Dingel, Sarah Hayes and Dave Siljenberg, Members at Large

1. **Call to Order and Chalice Lighting:** Ann, in her first meeting as board president, called the meeting to order virtually via Zoom, reflected on the theme of Compassion, and lit the chalice virtually with cupped hands.
2. **Consent Agenda:** Motion by Rob, second by Kathy to approve Consent Agenda and minutes from May. Approved.
3. **Financial update.** Rob said the 2019-2020 budget year was a good year, even with the last few months being in pandemic. We finished the year with about \$38,000 extra in our budget. Rob said he is not in agreement with Finance Committee's recommendations on the extra money; he took issue with the majority of the funds going into reserve. And, that we're not a for-profit entity; padding reserves is not our mission. Rev. Luke said we're in a financial stable position, unlike many UU congregations. Board discussion followed on what to do with the \$38,000 extra. Ann, Rev. Luke and others urged flexibility in the budget going forward due to the unpredictable nature of the pandemic. Part of the discussion revolved around what to do about staff since there is no salary increase in the so-called pandemic budget for next year. Board support was for 1% (or, \$100 minimum) one-time bonus for all staff, including Rev. Luke. Discussion led to the following breakdown of the \$38,000: \$2,000 for maintenance; \$5,000 for program innovation; \$1,000 for major maintenance; \$500 for furnishings; \$2,500 for an audit; \$500 stipend for Jay Smith for extra audio-visual work; \$3,000 for the staff bonus; \$10,000 for the roof; the balance for carryover. Motion by Kim, second by Joe for this breakdown. Approved.
4. **Minister's report.** Rev. Luke said he is grateful to be entering his 4th year of ministry at First UU in Rochester. Regarding the pandemic and its effect on congregational life, Rev. Luke said the UUA is recommending at this point to plan for virtual participation for the next year. He recommended formation of a Re-Gathering Guidelines Team. Rev. Luke reported that Erika Fetterman is returning to work this week; he expressed appreciation for other staff stepping up during her absence. There are some new staff titles going forward: Amy Nelson is director of faith development, and Darin Podulke-Smith is property steward. On July 1, Connie Schuelka will formally retire as co-director music, and we'll welcome Austin Ferguson as co-director of music.
5. **Old business.**
 - a. **Congregational pandemic guidelines.** Our church remains in Phase 2 of our Pandemic Congregational Guidelines. Joe Lobl said he would be happy to serve on the Re-Gathering Guidelines Team.

- b. **Shared Ministry Team.** Kim went over a couple of documents: Jerry Katzmann's article for the Annual Review, and a draft document titled "Shared Ministry at First UU Church". The second document outlines guiding principles, governance roles, and the program teams including roles, membership, decision-making, meetings, budget, coordination and communications. Ann recommended that we make final approval of the second item an action item for the July board meeting.
- c. **Liaison reports.**
 - i. **Endowment.** No report.
 - ii. **Personnel.** Kim reported on the stipend recommendation, and said there's nothing yet on a new contract for Rev. Luke.
 - iii. **Property.** Greg reported that outdoor property work occurred recently in a safe manner.
 - iv. **Faith Development.** Sarah had sent Ann a report. Everything is virtual this summer. No Chalice Camp. Amy Nelson will be doing some training.
 - v. **Safe congregation.** No report.
 - vi. **Sanctuary.** No report.
 - vii. **Stewardship.** No report.

6. New business.

- a. **Black Lives Matter.** Phil Wheeler would like there to be some sort of visual display on the building. Board consensus supports. Some discussion followed about letter that Racial Justice Task Group sent to Rochester Public Schools. Kathy took issue with some of the details of the letter. Agreement that groups like Racial Justice Task Group have authority to send out such communications. Ann suggested we consider under the new Shared Ministry model where internal communication of such external communication occurs so that everyone is on the same page.
- b. **July retreat and personal goals.** The July 15 board meeting will coincide with the annual board retreat. Ann asks all board members to consider board and personal goals and to email to her before the July meeting.
- c. **Ministerial agreement.** The agreement is coming up for review again, and Ann and Rev. Luke indicated that this will occur in the next couple of months.
- d. **Installation of new board.** This would normally have occurred in the sanctuary but that has not been possible with pre-recorded services and virtual gatherings. Rev. Luke said perhaps there will be a parking lot service in the fall and installation can occur then.

Meeting adjourned.

Respectfully submitted, Greg Turosak, secretary