

Minutes of the Monthly Board Meeting via Zoom August 2, 2020

Present: Moderator Fern Culhane (FC); Assistant Moderator Bruce Pollack-Johnson (BPJ), Treasurer Nicole Bartle (NB); Secretary Jane Hain (JH); Trustees Peter Johnstone (PJ), Leslie Ferron-Smith (LFS), Anam Owili-Eger (AOE), Stephen Workman (SW). Guests: Len Rieser and Jim Cohen.

Absent: Minister McKinley Sims (MS).

Chalice Reading: 3:45.

MINUTES, REPORTS AND UPDATES

- 1. Minutes from the July 5, Meeting:** Moved to approve: SW. Second: LFS.
Minutes were approved.
- 2. Treasurer's Report including Budget Progress and Process:** There will be a Finance Committee meeting this Wednesday where they hope to approve the balanced budget including a surplus of \$200. A vote by the congregation should follow in September if we approve at the next Board meeting. New deposits are coming in for the next fiscal year. There is an \$8,000 annual dispensation from the Bradburd investment fund that is not budgeted. Where should it go and who should make the decision? Should it be categorized as unrestricted, a grant or a donation? NB will look into it. BPJ: This fund might be used toward COVID cleaning or for Name Change costs. There are line items for some costs and also some realigning available.
- 3. Religious Exploration, How Can We Support Joanna and the Children:** There has been no direct word from Joanna (JS). According to AOE, she is waiting to see what the Board recommends for fall. How are things looking for fall and what can we support?

DISCUSSION:

- 3.1. **LFS:** Her daughter will need special attention. She couldn't participate in a blog but virtual learning is good for her. She is willing to purchase a Zoom account for online classes if that will be useful since kids are now more used to interacting that way. She is very interested in JS's feedback.
- 3.2. **AOE:** JS last spoke with MS in June, and is in a holding pattern in regard to how to proceed. She's interested in some input from the board. She doesn't anticipate being present in the building this coming year.
- 3.3. **NB:** She loved that MS and JS set up the craft project of creating "thinking of you" cards for housebound congregants. People really responded in positive ways. It made them feel connected to the members.
- 3.4. **PJ:** Does the UUA offer any RE resources for virtual instruction?
- 3.5. **JH:** She informed the Board of JS's statement in her Annual Report that she will be seeking other employment when a replacement can be hired.
- 3.6. **FC:** Perhaps she and BPJ can speak with MS next week to plan a course of action.
- 3.7. **NB:** In answer to a question, JS will be asked to submit hours again for the coming church year. She will try to reach out to JS to get news of any hours.

4. **Building & Grounds Bathroom Renovation Status:** JH reported that B&G has not yet received written quotes from the electrician or the general contractor. SW talked to Mike F. and said that he (Mike) believes that work will begin sometime in August.
5. **Task Force has Begun Work:** No specific report submitted.

TASKS AND DECISIONS

6. Name Change Committee Proposal:

6.1. **BPJ:** The 8th Principle Team met to discuss the Name Change decision to have a paper ballot vote on the name change at the September Congregational Meeting. They were not comfortable with that since there was no plan to adjust the proposal if a significant number of congregants felt strongly against any name change, they don't want to alienate any group of people. There will be an announcement in the August 6 enewsletter explaining the proposal and letters will be mailed to those without internet. On August 9 and 16, there will be breakout room discussions of 6-10 people offered with both a representative from the Name Change Team and one or two Board members per room. The Board will then discuss further at the September meeting. If there are no big problems the vote will proceed as planned. If major problems arise, a vote could be postponed until the congregation can meet in person. He stated that if there were people in the breakout rooms who either did not talk or were conflicted, that a board member would contact them individually. He especially requested these five voting options:

6.1.1. I prefer the proposed name and support the name change.

6.1.2. I don't have a strong preference between the proposed name and the current name but I still support the change.

6.1.3. I prefer the current name but I'm willing to support the name change.

6.1.4. I do not support the name change.

6.1.5. Abstain

He will speak to Linda H. before proceeding.

6.2. **SW:** We don't want to come across as patronizing to the Name Change group and let them feel that we're taking over. One of their representatives should be included in the breakout rooms.

6.3. **FC:** She felt that the name decision by the committee was not open to any further discussion. She feels that some rewording would be more inclusive. She will mail the Name Change proposal to those without email on Tuesday or Thursday after BPJ gets his proposal changes to her. She will also assign board members to breakout rooms.

7. **Reopening the Building (Two Proposed Concerts in October):** Tret Fure has agreed to have the Folk Factory concert (Oct. 24) can be offered via Zoom and Live Stream only. It will be challenging, however, to get donations if only through live stream. Using Facebook Live has proved to be quite complicated. The benefit JazzBridge concert (Oct. 3), promoted by Karen S., has requested to have at least some audience attendance. There will be 4-5 musicians (at least one of which is a vocalist), two hosts and one technician, which are within the bounds set by the mayor's office. Is the board comfortable going forward with plans?

DISCUSSION:

7.1. **NB:** The Reopening Task Force is extremely conservative about the risk of any form of reopening and she doesn't believe that they will approve any audience attendance. There will be a meeting this following Tuesday and she requested that BPJ or another representative come to make their

proposal.

- 7.2. **LFS:** Do we have any plans/money for the purchase of air purifiers, more microphones or Plexiglas barriers? She is against having any audience at this time. MS is very nervous about causing an outbreak.
- 7.3. **NB:** So far, there is only \$200 budgeted for this type of thing. Is this event worth trying to find more funding? What if donations to the church aren't enough to cover added expenses?
- 7.4. **AOE:** He feels any investment made for these concerts would also benefit the church in the future. Should we consider having any potential audience as well as the musicians/technicians sign a waiver against the virus? They would also have to agree to only occupy the sanctuary and wear masks either at all times or when they are not performing.
- 7.5. **FC:** Our issues need to be brought to the Task Force. She has requested that BPJ and Karen S. come to the Tuesday meeting and have a decision by August 18.

DECISION:

We should get MS's feedback. We are uncomfortable at this time with having any audience in attendance. Musicians and technicians will need to follow whatever church rules we impose. In the end, it's a board decision but it's important to get the Task Force decision as well. NB will invite BPJ and Karen S. to the meeting to present their proposal on Tuesday.

BIG PICTURE ISSUES

8. **Dismantling White Supremacy (how to center the margins):** If the congregation wants to accomplish this there needs to be more conscious work.
 - 8.1. **PJ:** we need to have sessions to address white privilege. Could also have short presentations on Sundays.
 - 8.2. **BPJ:** This is the main focus of the 8th Principle team.
 - 8.3. **FC:** This is such a large topic. The board can set goals in support of this dismantling. Perhaps we could set up a joint retreat this year with the Board and the 8th Principle people. We can't expect the work to only be accomplished by the 8th Principle team.
9. **Revisions for the ByLaws:** Our bylaws are not designed for this new virtual world and there needs to be some provisions for not being able to meet in person.
 - 9.1. **SW:** He has agreed to read through the document and make recommendations for change – perhaps allowing for proxy voting.

NEW BUSINESS:

1. **MFC:** The three submissions were received by the UUA on time. There was discussion about the sharing of the Ministerial Evaluations but no specific arrangements have been made for the sharing of the three documents with the Board, Committee on Ministry and the Minister.
BPJ: Maybe get us the materials in advance to shorten any potential meeting.
2. **Security Handbook:** What should we do if the church exhibits a post-exposure event? Should this be addressed in the handbook?

TASKS:

- FC:** Assign board members to breakout rooms for any discussion about the name change.

- FC:** Perhaps she and BPJ can speak with MS next week to plan a course of action regarding JS.
- BPJ:** Attend the Tuesday Task Force meeting along with Karen S. to discuss the October concert concerns.
- SW:** Read through the bylaws for potential updates in this new environment.
- FC:** Carry over: Medical debt proposal from NY.
- NB:** Carry over: Create FAQ budget slides to be shown before Sunday Services.
- NB, SW:** Carry over: Look into organizing a food drive for PIHN.

Meeting Adjourned: 5:30.

Next Regular Meeting: September 6, at 1:30 pm

Respectfully Submitted,
Jane L Hain, Secretary