

Minutes of the Monthly Board Meeting via Zoom November 7, 2021

Present: Moderator Bruce Pollack-Johnson (BPJ) (on sabbatical); Assistant Moderator Fern Culhane (FC) (acting Moderator); Treasurer Nicole Bartle (NB); Secretary Jane Hain (JH); Trustees Leslie Ferron-Smith (LFS); Anne Geheb (AG); Anam Owili-Eger (AOE); Stephen Workman (SW); Minister McKinley Sims (MS).

Absent: None.

1. CHALICE & GATHERING WORDS: 1:00 pm

2. MINUTES, REPORTS, & WORKS IN PROGRESS:

- 2.1. **Minutes of October Meeting:** BPJ made some small edits which were accepted. There was some discussion about whether the important words in the tagline should be capitalized or not. Either was deemed acceptable. SW moved to approve the minutes as amended. LFS seconded, and the minutes were approved.
- 2.2. **Minister's Report:**
 - 2.2.1. MS was happy that the Coming of Age (COA) program is getting started. It'll be a good trial run for other programming.
 - 2.2.2. This Sunday's service went very smoothly. LFS and her son have volunteered to help with AV. SW will help on the "Wild and Precious Lives" service the end of this month. Other services that are being planned: a series of joint services with two other churches, a Yule Solstice service, Blue Christmas, and Kwanzaa. He's planning a Joy Service for early December.
 - 2.2.3. The worship team gathered last weekend to have a mini retreat.
 - 2.2.4. POWER is doing some analysis of the election and voter registration.
 - 2.2.5. MS may opt to revamp pastoral care after the first of the year, asking David Dubbeldam to help train some more people. The main question is when we can open the sanctuary to more people.
 - 2.2.6. UUA Credentials: MS has been granted Full Fellowship! Congratulations McKinley! There will be a ceremony at June's General Assembly. The acceptance letter from the committee was "glowing". Thank you to Chris K, Cynthia B, Allen R, and Jean H of the Committee on Ministry; as well as to LFS, and the board for all the time and effort to create the evaluations!
 - 2.2.7. Future Plans: The board and community needs to consider how we can support your future professional growth and when we budget to cover expenses for a future intern.
- 2.3. **Treasurer's Report:** NB submitted a short written report. We got a lot of pledges this month. There was no further discussion.
- 2.4. **RE Coordinator's Report:** AOE reported that attendance was spotty in October due to conflicting social events. No one came to the Halloween event.

- 2.4.1. Joanna sent out a survey and parents seem to be comfortable with moving the kids indoors when the weather cools but Jyl S and Joanna S have reservations.
 - 2.4.2. Joanna met with Len R, Tim S and AOE about the COA program.
 - 2.4.3. There will be no children's Sunday School on holiday weekends: Thanksgiving Sunday, the day after Christmas and New Years, and May 29. Joanna and Jyl will have those days off.
 - 2.4.4. RE might consider moving to Fellowship Hall if that is more acceptable. MS will convey this offer. When coffee hour starts again, we will make accommodations.
- 2.5. **Buildings & Grounds:** JH reported that the renovations of the Hale bathroom and the kitchenette are all but finished. The only items left are for the plumber to connect the water line in the kitchenette and to install a replacement shower seat, grab bar, and threshold. Following the city inspection, B&G will install a baby changing table across from the sink. The lounge is slowly being cleaned and organized. Thank you to the committee.
- 2.6. **Justice Council Report:**
- 2.6.1. BPJ reported that there was some discussion at the meeting about the Indigenous Peoples Day event concerning the Lenape tribe members locally vs those from Oklahoma. Thank you to MS for "calming the waters". He will be leading a service on Native Americans in a few weeks.
 - 2.6.2. The 8th Principle Team will be hosting a Town Hall on November 28. Cathy M wishes to look at revising the covenant and other documents.
- 2.7. **Finance Committee:** They are seeking volunteers to run the stewardship campaign. The hope is to have a committee organized by the first of the year. Domita S was very helpful by providing very clear, concise list of the tasks. They will talk to Alan R and Susan B for their input and whether they would be interested in being on the committee again.
- 2.8. **Music Director Transition Work:** LFS reported that following two meetings, Linda H submitted a draft of the job description on behalf of the committee which she sent to each person on the board. LFS is asking for additional input from the board.
- 2.8.1. The board suggested replacing "expected" under the ADDITIONAL CONSIDERATIONS section with the word "recommended" joining the AUUMM. Dues for this organization are \$110 for half-3/4 time directors. If there is not already one, a Professional Expense line item should be added to the budget to cover any such expenses. Should the amount match the RE line (\$1,000)? A new director may find this organization to be a helpful resource and also a means to become certified. The job board on their site may also be helpful. MS reported that there is no Professional Expense line as such in the present budget.
 - 2.8.2. We also suggested adding "and benefits negotiable" at the end of the SALARY section and removing this wording, "Congregation pays FICA of ___%; no other benefits provided". Other wording would be as follows: "The position is half-time (20 hours per week) from mid-August to mid-June. Eleven Sundays free per year, plus mid-June to mid-August." and "and benefits are negotiable".

- 2.8.3. NB has not been able to see some of the UUA benefits yet due to the pandemic but she will contact them again. Benefits may be a big incentive to candidates. She did report that there are many postings on the UUA site for music directors including one at USG.
- 2.8.4. BPJ wondered whether 8th Principle wording should be added to the second paragraph.
- 2.8.5. JH was asked to send LFS letterhead for the finished job description. And LFS will see if she can post it on Linked-In as well. Tim S would also be a good resource.

3. ACTIONS NEEDED:

- 3.1. **Name Change History and Process Report:** Linda H will submit a process report for the December meeting.
- 3.2. **Mission, Vision Statements needed for Board Approval:** Thank you Harald G for making excellent suggestions.
 - 3.2.1. Mission (Building Beloved Community by embracing all souls and nurturing wholeness): The statement proposed by BPJ was approved as presented.
 - 3.2.2. Vision: The board recommended removing the words “We are” at the beginning of the first line. Replace “out” with “by” in (as we live “out” our 8 Principles, that is). It was also recommended to change the order of the wording in bullet two under “Committed to transformative justice” to begin with “We act to dismantle...” to be stronger and keep with the same sentence structure as other bullets. There was also agreement to use the word “abilities” rather than “disabilities”. (JH was asked to post the final document on the website. See <https://www.uurestoration.us/mission.php>).
- 3.3. **Board Retreat:** Evening of January 28 and 29.
- 3.4. **Widening the Circle of Concern (WTCOC) Notes from Cathy M:** Does the board need to approve them for sharing?
DECISION: No.

4. FUTURE PLANS:

- 4.1. **Zoom Town Hall on November 28 to Include:**
 - 4.1.1. A public thank you to Annabelle and the re-opening committee.
 - 4.1.2. Consider a pictorial of the bath and kitchenette renovations.
 - 4.1.3. WTCOC review, moving into Policies, Procedures, Practices, By-Laws, and Covenant work.
 - 4.1.4. Parental leave explanation, closing with pictures of Gryffin at the end.
- 4.2. **Creation of ICON Member Portal Tutorial:** To be presented for all members and friends at a future Sunday social hour. Larry H will find what can be created as a video.
- 4.3. LFS asked about the acronym UUsMA. BPJ preferred we use “UUs of Mt Airy”. MS uses “UUMtAiry” or just “Mt Airy). Len R succeeded in getting the new name approved by the state. NB will meet with either Len R or Mike F to get check signing privileges at the bank.

5. CALENDAR, PLANS FOR SPECIAL MEETINGS:

- Nov. 2 Election Day and Building and Grounds
- Nov. 3 Vespers
- Nov. 4 Black Lives Matter Vigil and Choir Rehearsal
- Nov. 6 Worship Associates
- Nov. 7 Choir Rehearsal, Worship Service with choir and Monthly Board of Trustees Meeting
- Nov. 9 Building and Grounds
- Nov. 11 Black Lives Matter Vigil and Choir Rehearsal
- Nov. 14 Choir Rehearsal, Worship Service, and Justice Council
- Nov. 16 Building and Grounds, Sacred Texts: Zoroasterism Part 2, and Membership Committee meeting
- Nov. 18 8th Principle Team, Black Lives Matter Vigil, and Choir Rehearsal
- Nov. 21 Choir Rehearsal, Worship Service with choir, Organizational N’COBRA meeting, and “See No Stranger” Book Discussion
- Nov. 23 Building and Grounds
- Nov. 24 Finance Committee meeting
- Nov. 25 Thanksgiving and Black Lives Matter Vigil
- Nov. 28 Worship Service and Town Hall
- Nov. 30 Building and Grounds

- Dec. 2 Black Lives Matter Vigil and Choir Rehearsal
- Dec. 4 Worship Associates
- Dec. 5 Choir Rehearsal, Worship Service with choir, and Board of Trustees Meeting

6. OTHER BUSINESS:

- 6.1. Discussion about an acronym for the new name: UUsMA or UUMtAiry? The website will be <https://www.uumtairy.org>. JH will add mt airy and mount airy to web metatags.
- 6.2. NB needs to set up an in-person meeting with the bank, Mike F and/or Len R so she has permission to issue checks. Perhaps the week of Thanksgiving?

7. WRAP UP AND CLOSING WORDS:

8. EXTINGUISHING THE CHALICE

TASKS:

- LFSFind out from Jane about any certifications she may hold.
- MSConvey suggestion of using Fellowship Hall for RE to Joanna S
- JHSend LFS letterhead for job description.
- LFSSee if the music director description can be posted on Linked-In.
- MS.....Send out an AV volunteer task sheet with definitions to clarify what is needed.
- BPJ.....Speak with Kio about alternative social justice oriented sites to Facebook.
- SomeoneSpeak to Singles about Covid policies – see para 6.2.

Meeting Adjourned: 3:15 pm.

Next Meeting: Sunday, December 5 at 1:00 pm.

Respectfully Submitted,

Jane L Hain, Secretary