

Unitarian Universalist Church of the Restoration

Minutes of the monthly board meeting

March 4, 2018

Present: Tim Styer, Moderator (TS); Stephen Workman, Secretary (SW); Fern Culhane (FC) Assistant Moderator; Len Rieser, (LR) Treasurer, Wayne Boyd (WB), Sandy Fulton (SF), and Anne Arfaa (AA) Trustees.

Unable to attend:

Tim Styer opened at 12:45 p.m. with a reading by Dag Hammarskjold.

Approval of February 4, 2018 minutes:

Motion: To approve minutes. Proposed by (LR), seconded by (WB)

Motion approved

Financial Update:

If applying the \$40,000 projected surplus from this year's budget to next year, the pledge drive would need to generate \$160,000. LR provided a sliding scale to show that we have options of selecting a pledge drive goal so as not to burn the entire anticipated surplus.

Motion: To set the goal of the pledge drive at \$170,000 for the coming year. (FC, seconded by WB)

Approved.

Religious Education Update: Joanna Smith reported that space was limited for much of February due to PIHN guests' stay, but that all went well. Chocolate sale fundraiser generated income as a means of showing how fundraising could assist charities. The decided to donate the earnings to the Philadelphia Bail Fund. A multigenerational activity will be planned in April to occur in May. Held a volunteer orientation February 18th but didn't complete all activities as the portal to the child safety check site was down. New volunteers are on board. Check sent to her for her extra work was not cashed. Joanna requests time off on May 6 to attend a family event. The board agreed that this would not be a problem, and discussed that Joanna should be aware that time off can be negotiated as needed.

An anticipated task is cleaning and renovating the 2nd floor RE area.

Search Committee Update: Three candidates will be visiting in the next several weeks.

- Saturday, March 10: sermon and Q&A at 2 p.m.
- Monday, March 12: sermon and Q&A at 4 p.m.
- Thursday, March 15: sermon and Q&A at 4 p.m.

The committee needs a draft contract available ASAP. The board will need to produce the document prior to an offer. Information about the health and benefits package will be to be identified in advance. Cathy McCoubrey and Linda Hansell are seeking an *I Care Day* to improve the facilities prior to welcoming candidates for interviews (unlikely to happen, as there is no time to schedule this given insufficient advance notice).

The board will convene a special meeting on Sunday, March 25, at 9:00 a.m. to consider the candidates and plan for moving forward.

Nominating Committee Update:

FC reported that Cynthia Bradley will complete the term of Jesse Richardson for this year. Portia Hunt will be a candidate for the next two years of that term.

TS has been agreed to complete his current term (through June 2019) rather than to step down at the end of this church year as previously planned.

Social Justice Update: tabled

Caring Committee: FC met with David Dubbeldam, who advised that a membership committee structure will need to be in place for pastoral care to be successful. David also recommends a meeting with previous members of the team. He strongly recommends that Bernadette Lloyd Sobolow be involved in this process, albeit with the understanding that she is not being asked to re-join the team on an ongoing basis.

Membership: Several categories of “membership” data need to be clarified in ICON:

- Officially, members are those who have signed the book; they are considered to remain members until they have expressed a desire to leave. However, several categories of informal membership may include:
 - Friends, support the congregation but have not signed the book.
 - Former members
 - Former ministers and staff
 - Addresses, phone numbers, email
 - Birth dates
 - Children
 - Household members (partners, spouses) who are not members

TPUC Grant Request: Request made to TPUC for repair of roofing valleys totaling approximately \$8,000. TPUC wants to know what amount the congregation is paying toward this effort.

MOTION: To expend up to \$4,000 toward the repair of the roofing valleys. (LR, WB seconding)

APPROVED: unanimously

Memorial Service for Adrienne Morrison: SF has been working on this.

Security Manual Rollout: SWW reported that the ad hoc security committee that developed last year’s security manual have expressed concern that details of the manual have not been sufficiently articulated to the congregation. SWW asked for the board’s support in encouraging the worship associate team to allow an upcoming Sunday service to be developed around the issue of church safety and security. The board agreed to this.

Bulletin Boards: SF developed a plan for updating bulletin boards. Handed out plan.

Action Items:

- LR asked WB to speak with Joanna about agreement is in place for her time off—including volunteer staffing report that she’ll need in her absence. FC wants to explore an option for her to have paid time off (e.g., two weeks per year without any responsibilities). TS will look for her contract to be sure these issues are covered.
- TS & LR will be in contact with Search Committee co-chairs Linda Hansell and Annabel Grote regarding the ministerial salary and benefit package prior to the upcoming candidate interviews.
- Board to increase
- FC will meet with Mike Foy, Larry Hain, Desi Lewis, and Dot Feely about how to align the various membership categories with the ICON record-keeping system.
- SF and SW will meet regarding bulletin boards and clean up the fellowship hall prior to the visit of the first ministerial candidate on March 10.

Motion to adjourn was unanimous.