

Minutes of the Monthly Board Meeting via Zoom August 29, 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: 12:40 pm

2. MINUTES, REPORTS, & WORKS IN PROGRESS

- 2.1. **July Board Meeting Minutes:** Three small edits by BPJ. Motion to approve as amended – SW. Second – BPJ. Approved.
- 2.2. **Treasurer's Report:** There was nothing significant to report. All is well. We're exactly where we should be at this time. \$22,467 net revenue for July. No unexpected expenses.
- 2.3. **Minister's Report:** MS is rested, renewed, and excited for the new year. He's doing some study work this week.
 - 2.3.1. Ingathering and the Water Communion service is being pushed back this year to at least Sunday, September 26. If all goes well, this is planned to be the first service with people in the sanctuary as well as outside. There will be a family/children's service outside on September 12 and his first preaching date on September 12. There is the third and final pulpit swap on September 5.
 - 2.3.2. A Worship Associates retreat is planned for the weekend of September 11.
 - 2.3.3. A deep cleaning of the sanctuary and Fellowship Hall planned before the 26th.
- 2.4. **Re-Opening Task Force:** FC read the letter from the chair of the committee recommending that any people allowing inside should be fully vaccinated and should also be masked.
 - 2.4.1. There are hopes that the Black Lives vigil can meet in the sanctuary or Fellowship Hall before cold weather.
 - 2.4.2. BPJ added that there will be one more meeting of the re-opening task force before the 26th to finalize a requirements document. Our two moderators and MS should be able to make recommendations for an overall policy, including timing and spaces for outside groups. This policy needs to be flexible to cover any upcoming health changes. They will keep the board apprised of decisions.
 - 2.4.2.1. So far, the recommendation is for only fully vaccinated members and friends to be in the sanctuary. This would be on the honor system.
 - 2.4.2.2. RE Children who cannot yet be vaccinated will be able to meet outside in a tent.
 - 2.4.2.3. Visitors would be asked their vaccination status.
 - 2.4.2.4. The UUA recommends no singing inside the building but the music director would like the choir to sing (wearing special singing masks)

once or twice a month until the end of the year. She suggests singing for a period of time and then going on break for a bit while the HVAC system cleans the air during rehearsals. Jane H thought that only the choir would be in the sanctuary to sing on Sept. 26. This doesn't jive with the present schedule, however.

2.4.2.5. LFS asked what number of people the task force recommends for being in the sanctuary. The plans are for congregants to RSVP to the church office by 3:00 the Friday before Sunday services.

2.4.2.6. BPJ says that the number of participants allowed inside could change week to week with those most vulnerable being high on the list to be inside.

2.4.3. SW believes that our congregation can be more flexible than what the UUA recommends.

2.4.4. AG questioned what is meant by those most vulnerable. Would those people be safer outside rather than in? BPJ clarified that vulnerable referred to those fully vaccinated but more in danger of severe illness if they contracted COVID.

2.4.5. Outside rental groups may be allowed to use Fellowship Hall by the end of October or early November. No groups should use the Hale lounge. MS agreed to contact Singles.

2.4.6. FC: Should someone speak directly to Jane H, Joanna S, and Desi L to determine their feelings about personal health risks? MS has spoken to Joanna and requested feedback and that's why the service on the 12th is being planned as it is. Desi is being flexible – coming in or not as she feels comfortable.

2.5. **TPUC Annual Meeting:** The meeting is scheduled to be on the morning of Saturday, October 9 as a Zoom affair. Delegates: FC, AG, LFS, NB, Ron S, Cynthia B, and Sandy F. Thank you all. Our congregation will host this meeting in 2022. This may be a hybrid mix of in-person and zoom.

2.6. **Nominating Committee:** A lot of the contacts are by phone - with perhaps 2-3 actual meetings per year. AOE has agreed to be the liaison from the board. Thank you!

3. HOPES, DREAMS, AND GOALS: (a mini-retreat) What are our values as leaders of the congregation, and what are the logistics toward the congregation toward building Beloved Community? Concretely and idealistically, what do we want to get done this year?

3.1. Goals from the board members:

3.1.1. Re-open the building to in-person activities.

3.1.2. Hire a new music director.

3.1.3. Install MS.

3.1.4. To plan conversations about what comes next...

3.1.5. Continue our 200th Anniversary celebrations.

3.1.6. Resolve the misgivings among members and formally recognize the new name. Portia H is reaching out to People of Color in the congregation about the name change and tagline.

3.1.7. Finish the handicapped bathroom and kitchenette.

- 3.1.8. How can we support MS's life change?
- 3.1.9. Hire a new RE coordinator to enlarge the program in a safe environment, and organize training and teachers for an Our Whole Lives (OWL) program for the 2022 church year.
- 3.1.10. Plan more conversations around the 8th Principle and find a way to share with the community.
- 3.1.11. Make updates/changes to the bylaws, policies, and procedures.
- 3.1.12. Reach out to the community.
- 3.1.13. Clarify board responsibilities.
- 3.2. Hopes are more along a spiritual line:
 - 3.2.1. Build a community of young families for a more vibrant ministry.
 - 3.2.2. Have the members of the congregation to be more open about what they need... respond to those asking for help.
 - 3.2.3. Have more singing in the sanctuary.
 - 3.2.4. Have more people join as members.
 - 3.2.5. Go back to feeling safe and secure. Concentrate on moving forward with energy and reconnecting. Radical hospitality...
 - 3.2.6. Plan to greet and encourage new people to join us? Plan to meet new friends and returning members face to face. Can we plan an outdoor event to welcome these people... perhaps like a new member/friend tea.
 - 3.2.7. Have a "Homecoming" event with former members/friends and ministers.
 - 3.2.8. Encourage more joy, rest, quiet, sharing and healing.
 - 3.2.9. Increase a feeling of connection.
- 3.3. Dreams or intentions for this year:
 - 3.3.1. Diving in, shouting out, and again, healing.
 - 3.3.2. Deepening and connecting.
 - 3.3.3. Energy and forward motion.
 - 3.3.4. Reconnecting, stepping out, and moving forward.
 - 3.3.5. Calming.
 - 3.3.6. Reaching out and touching the community both within our congregation, and the neighborhood.

4. FUTURE MUSIC PROGRAM AND DIRECTOR: We are suggesting a Town Hall on September 26 after the service to reassure the congregation that the process is "in the works" and to give an opportunity for additional input. Maybe there needs to be a special mailing, or email, to invite people's input.

- 4.1. Ideally, we are looking for an experienced person who is eager, with a deep knowledge of local musicians, has audio/visual experience, and is interested in a variety of musical styles, ethnic, racial, and social justice etc.

- 4.2. We need to confirm the number of hours per week for the contract. Jane H would prefer someone with a Master's degree but that person would probably not agree to the salary we are able to pay. Jane H is being paid a flat fee rather than hourly. JH suggested looking through old budgets for what hours were recommended per week. MS thought she is contracted for 20 hours/week.
 - 4.3. The present director recommends hiring an interim for six months before offering the position to a new permanent director for the next fiscal year.
 - 4.4. If we look at a graduate student, he/she must be outstandingly talented and be committed to staying locally. Jane H would prefer someone with more experience, however.
 - 4.5. AG: Would Jane H consider working as a consultant with the new hire if we found someone before the end of the year? This doesn't seem feasible time-wise, however.
 - 4.6. MS: Perhaps there could be some kind of audition requirement either with Jane H or the choir before the end of the year.
 - 4.7. We need to set up a search committee with at least one member being from the choir. They could pick an interim person first, and then candidates.
- 5. INSTALLATION OF REV. MCKINLEY SIMS:** Potential dates: April 23 or 30. MS will check with family members as to their availability.
- 6. NAME CHANGE TRANSITION POINTS:**
- 6.1. BPJ: Mission, Vision, and Tag Approval: Portia H is connecting with People of Color in the congregation about the name change/tagline. Are they happier now with the combination of the two? If so, the board can approve all in October or November. There have been no substantial changes. Tag: "A Spiritual Community, Open to Everyone, and Committed to Justice".
 - 6.2. Website: Hopefully, the site, with a new name, can be launched in January, 2022. Can it go up before the legalities are complete?
 - 6.2.1. FC: Susan B is interested in creating some introductory videos for the site.
 - 6.2.2. JH has created a possible new homepage and a logo for the header. She will send it out to the board members.
 - 6.2.3. MS is exploring other types of web presence.
 - 6.3. NB: What is the state mandates timeframe? We should hire someone but 8 weeks is optimistic. BPJ will check with Len R to help here.
 - 6.4. Stationery: JH stated that creating new letterhead etc would not be very time-consuming once a new logo has been approved.
 - 6.5. Banner for GA 2022: FC would like to see a new official banner for GA. Maybe put the new and old banners back-to-back for this coming year.
- 7. CALENDAR, PLANS FOR SPECIAL MEETINGS:** Changes are in **magenta**:
- Sept. 2: BLM Vigil
- Sept. 5: Worship Service, 8th Principle Team Meeting **perhaps after services (no time set yet)**
- Sept. 9: BLM Vigil

- Sept. 12: Worship Service (RE children and families) **FC will talk to Joanna S about safety with being with children.**
- Sept. 13: Reopening Task Force Meeting
- Sept. 14: B&G Meeting**
- Sept. 16: BLM Vigil
- Sept. 19: Worship Service, Justice Council
- Sept. 21: B&G Meeting**
- Sept. 21: Membership Committee Meeting **depending on time and whether Len R can attend**
- Sept. 23: BLM Vigil
- Sept. 26: Worship Service (Ingathering and Town Hall: a congregational conversation about our Music program)
- Sept. 28: B&G Meeting**
- Sept. 29: Finance Committee Meeting - **NB will check her calendar for meeting changes.**
- Sept. 30: BLM Vigil
- Oct. 3: Worship Service and Monthly Board Meeting
- Oct. 5: B&G Meeting**
- Oct. 8: Community Health Screening in Fellowship Hall **from 10-4 o'clock. MS will attend.**
- Oct. 10 Board Meeting at 1:00.**
LFS requested that the proper zoom link be added to the agenda header. Perhaps always use the Board Zoom link?

8. WRAP UP AND EXTINGUISHING CHALICE:

9. PARKING LOT: BUILDING RENTAL PLANS, SECURITY SYSTEM REVIEW, BYLAWS REVIEW, PPP REVIEW, BOARD RETREAT PLANS:

- 9.1. MS will contact Rich P about not starting Singles until November.
- 9.2. FC, MS and BPJ will be responsible for creating a policy with the re-opening task force for attending in-person.
- 9.3. Peter J has been covering building security, rentals and pastoral phoning in the past. If he can't resume these roles as his health improves, should we look for replacements at least for the short term?
 - 9.3.1. Mike F has been issuing keys and codes for now but we may need to find a possible replacement for security if he isn't able to continue in this role. Is he willing to continue?
 - 9.3.2. Perhaps the whole system needs to be addressed but that will be a huge undertaking. People have shared codes and made copies of keys in the past.
 - 9.3.3. Rental costs and rules need to be updated. We need to address Singles, 505, and Art's group for meeting again... more discussion later on this. FC has volunteered to help work on this and to "babysit" meetings of outside groups. Louise S and SW have stepped up to work with the Sgt Pepper group – thank you.

TASKS:

TPUC Delegates: FC, AG, LFS, Cynthia B, and Sandy F.

Nominating Committee Liaison: AOE.

FC/MS/BPJ..discuss the board's additions/suggestions with the re-opening task force specifically about the Sept. 26 service.

- MScheck for family and important other people as to their availability for either date in April (23 or 30) for installation and get back to SW.
- MSupdate the long range plan and give it to JH to post on the board page.
- MStalk with Rich P and Marvin ? about first date for Singles.
- NBwrite a newsletter article to see if there is interest in running a flea market in October.
- FCtalk to MS about perhaps setting up a Google Shared Docs site to share board input on the covenant/bylaw wording. She will put up a sample with SW's bylaw changes and send the link to the board members.
- FC/BPJget a music director job description and talk to her about advice she may have for a search committee.
- FCinclude the proper zoom link to every board agenda heading.
- FCcontact Ron S about AOE's agreement to be liaison for the Nominating Committee.
- FC find one more person to be a delegate for the TPUC.
- BPJtest if we have two meetings going on at the same time.
- BPJcheck with Len R about helping with the legalities of the name change.
- BPJat some point, consider a date (maybe at the end of September) to make a final appeal for input on the M-V-T before the board makes its final decision as to wording. Perhaps a newsletter article isn't sufficient because of poor readership.
- AOEtalk to Joanna S about reactivating the RE committee.
- SWsend the phone number of the PIHN rep to FC so she can ask if they have use for some of the flea market donations.
- Someonecontact a person from the choir to get them all together to choose two representatives for the music director search committee.

Meeting Adjourned: 3:00 pm.

Next Meeting: Sunday, October 10 at 3:00 pm.

*Respectfully Submitted,
Jane L Hain, Secretary*