

Unitarian Universalists of Mount Airy
Board of Monthly Meeting
Tuesday, August 8, 2023
Via Zoom

PRESENT: Moderator Bruce Pollack-Johnson (BPJ); Assistant Moderator Catherine McCoubrey (CM); Treasurer Nicole Bartle (NB); Secretary Louise Speirs (LS). Trustees: Anne Arfaa (AA); Anam Owili-Eger (AOE); Stephen Workman (SW); Leslie Ferron-Smith (LFS). Ministerial Intern Shaie Dively (SD); Minister McKinley Sims (MS)

ABSENT: None!

CALL TO ORDER: 7:00 p.m.

CHALICE LIGHTING: BPJ read the Board Covenant created during last year's board retreat. He asked if anyone had suggestions regarding if something is missing or something should be changed. CM suggested discussing how the covenant relates to Article 2 at this year's board retreat. All agreed to accept the covenant for today with further discussion planned for the board retreat.

JOYS, SORROWS, CONCERNS: All

BRIEF UPDATES/REPORTS:

- Minutes of the last Board Meeting (July 2, 2023)
 - LS met via phone with Jane Hain who provided both an overview and history of Secretary role. Jane H. supported and all board members present this date agreed to having actions listed and provided as soon as possible after the meeting. Jane Hain and LS also discussed and suggest using a standard way to add clarification information to minutes when needed.
 - SW moved to accept the minutes. CM seconded the motion. All approved.

- RE Report/OWL Update:
 - AOE reported no hits in the RE job posting inbox and will discuss with the committee how to move forward, including possible use of IDEALIST.
 - Jean Wiant has stated interest in the position. MS can forward information she sent him to the group.
 - NB brought up considerations of cost and time effectiveness.
 - CM suggested AOE also ask Joanna Smith to see if she has interest in returning to the position.

- Minister's Report:
 - MS suggested and SD provided minister's report. SD noted she led one service in July and the other three services were lay led. SD reviewed all pastoral care updates.
 - Field Intern Request: MS clarified that a Field Intern is different than an Intern Minister. Clearances are needed but Field Intern involves a very limited role with no stipend, no lay supervision, no staff member involvement. MS would determine learning goals and is not sure if board approval of the intern's role is needed. SW moved to allow MS to approve the position, CM seconded the motion. NB confirmed no stipend is involved. All agreed.

- Treasurer's Report:
 - See attached treasurer and budget reports.
 - NB reviewed budget to actual report. Grant distribution was slightly less than last year, approximately \$1,000 less but not a concern since it results in less than a ½ % difference. She reports nothing unexpected with expenses and suggested considering approving money related to the RE search.

- Building and Grounds Committee/Aesthetics (sidewalk):
 - SW reported no ongoing projects at this time, sidewalk is completed and there was no damage related to recent extreme weather.
 - SD will follow up regarding suggestions given to her by an attendee at the Universalist Convocation.

- Justice Council & 8th Principle Team:
 - BPJ reported that Beloved Conversations process will start the first Saturday in October. He is trying to get participants together before that date. He noted that Laurie Durkin suggested including the community pantry as a first community partnership project. Further discussion planned.
 - NB clarified that our church is not a 501(c)3 organization, but as a religious organization we have nonprofit status and a tax-exempt number in PA.
 - CM also noted that EMIR has been suggested as a community partnership project.

- Folk Factory: BPJ reports no updates at this time.

- Finance Committee: NB reported no finance committee meeting since the last board meeting.

- Pantry: See attached e-mails
 - Nikki reviewed proposed pantry plans, including some for Thanksgiving and Christmas activities which may involve use of the kitchen. CM suggested having pantry representatives contact Desi for scheduling. BPJ noted that he will watch for overlaps in scheduling.
 - CM noted how exciting it is to be known as a place where people can have their needs met. Additional ideas were discussed, including a thank you note and sharing pantry stories at a Sunday service.
 - Also refer to Pantry section under Updates and Actions.

- Pastoral Care: Discussed as part of Minister's report by SD.

- Membership Committee: Per Jane Hain, LS will be contacted when it is time to have the next Membership meeting

- Music: No updates at the time. BPJ and/or AA will check in with Holly P.

- Building Use: MS reports no updates regarding use of building on a regular basis; 'One Offs' continue.

CONFIRM DAYS/TIMES FOR MEETINGS:

- BPJ suggested the next board meeting be scheduled for November. We will plan for board meetings to be in Hale lounge after coffee hour the first Sunday of each month. Alternate dates will be determined as needed.
- Board Retreat: BPJ noted it is scheduled for Friday evening 9/29 at 6 p.m. and for 9/30 9:00 a.m. to 4 p.m.

UPDATES/ACTIONS

- RE next steps:
 - BPJ reviewed ongoing search for RE Director and summer volunteers.
 - NB provided updates via e-mails (attached) regarding checking for up to date clearances and contacting prior volunteers regarding ongoing interest.
- Baby Time?:
 - MS reports baby is due 9/4!!! His plan is to be at water communion. He reviewed possible needs for time off in September and then in December and January.
 - SD offered to lead the service on 9/3 and arrange for a lay led service on 9/17. MS will consider these offers.
- Pantry Fundraiser September 9th:
 - See attached fundraising letter from NB.
 - BPJ reported that the following have participated in meetings regarding the Pantry Fundraiser: BPJ, NB, Laurie D, Craig S. and Courtney H.
 - NB reviewed the following schedule: set up at 10:00 am, snacks at noon followed by a music set, 'Take the Cake Raffle,' yard games and raffle baskets.
 - Finding a sponsor for the event has been a struggle. The next meeting will be on August 22. Several grocery stores approached have declined. BPJ notes Sandy to follow up with ACME. LFS suggested and will follow up with Shop Rite. BPJ also noted that Courtney H. has ideas for businesses that may donate items to raffle.
- Desi/Cynthia/Flea Market:
 - Board members had a lengthy discussion regarding Desi H-L reporting that after the flea market, a box of her personal items for selling was put on the curb for giving away to the community. She reported a sign was on the box saying 'Desi stuff, don't touch' but the sign was not observed. She has requested reimbursement of \$400.00. Cynthia B. has stated that if there is reimbursement, the money should not come from the flea market.
 - Board members discussed attempts at conflict resolution, possibilities related to reimbursement and possible involvement of the regional office in conflict resolution. Board members agreed on the next step being MS using his discretion in meeting with and discussing options with Desi H-L. The Board advised MS that if compensation was given to Desi that it not come from Flea Market funds, that any compensation from the Minister's Discretionary Fund should not be more than \$200, and that if Desi did not acknowledge some responsibility for what happened, less than \$200 would be appropriate. The board will further discuss the process of forming committees for church activities and possible policy updates related to staff involvement in church activities. Our informal conclusion was that it is probably best if staff members are not full regular members of congregational committees, but can be invited to participate when their skills could be helpful to the committee.

- Coffee Hour/Hospitality in the fall: SD & MS started a google sheet, can be tweaked.
- Family Promise of Phila. (PIHN):
 - SW reported new Executive Director: Boby Byrne. SW reviewed his meeting with Latrice Park and a staff Social Worker. With the new model, families are housed in our church but our congregation has no responsibility for hosting or meal preparation.
 - SW reported we will be scheduled to provide housing in October/November. MS will alert new RE Director to dates in order to determine where Sunday School will meet while the family is housed in our church.
- Endowment Event: Defer to next meeting
- David D. needs a couple of people for an intern committee:
 - SD clarified David D. is acting as our affiliated community minister. He needs an internship committee separate from the Intern Minister's committee.
 - CM has volunteered. Board discussed other possible candidates.
- Pantry: See attached e-mails from Laurie D. and Courtney H.
 - BPJ reported meeting with Courtney H. and NB related to negative statements from church members regarding the pantry.
 - Board members discussed and will further discuss the following:
 - Having church members channel concerns through board liaisons (BPJ and NB), not directly to pantry leaders.
 - BPJ and MS meet weekly. MS to communicate with pantry team twice a week and, along with CM and BPJ may address issues as needed between board meetings.
 - BPJ added that Community Service Volunteers from the Youth Justice system may have involvement and that Courtney H. has stated no concerns.
 - The Board expressed unanimous support for the Pantry and affirmed its alignment with our Mission. At the board retreat, board hopes to work on and sign a resolution regarding the pantry.
- Board Covenant: Board hopes to discuss at the board retreat.
- Key policy (outside door, Duo Room): No updates at this time.
- Status/mission? of Aesthetics Committee: Defer to next meeting.
- Long Range Planning: Defer to next meeting
- Harald proposal to move archives from our building to PA Historical Society: CM previously reported Meadville Lombard Seminary is willing to store archives. Defer to next meeting.
- Bylaws changes (name, Modified Consensus, Audit Committee): Defer to next meeting.
- Follow-up with History: Defer to next meeting.

FUTURE PLANS: Defer to next meeting.

TASK LIST:

- ALL will provide pastoral updates as needed.
- MS will:
 - Send information from Jean W. to the board.
 - Let new RE director know when families will be scheduled to be housed in our church.
 - Consider SD's offers regarding services 9/3 and 9/17.
- AOE will follow up with the RE Committee and also follow up with Joanna S. to see if she is interested in returning.

- SD:
 - Has offered to lead the service on 9/3 and organize a lay-led service for 9/17.
 - Will follow up with Building and Grounds regarding suggestions provided by an attendee at the Universalist Convocation.
- LFS will follow up with Shop Rite as a possible sponsor for September 9th event.
- BPJ will
 - Check in with Holly P. re: music (possibly with AA).
 - Participate in Aug 22nd meeting regarding September 9th celebration.
- NB will participate in Aug 22nd meeting regarding September 9th celebration.

EXTINGUISHING THE CHALICE AND ADJOURNMENT: 9:30

NEXT MEETINGS:

- Board Meeting first Sunday in November
- Board Retreat Sept. 29-30 (Friday evening & Saturday morning and afternoon)

UUs of Mt. Airy calendar:

https://calendar.google.com/calendar/u/0/embed?src=minister@uumtairy.org&ctz=America/New_York