

## UUCR Board Meeting Minutes

October 27, 2022

Virtual Zoom Meeting

**In Attendance:** Rev. Scott Alexander, Holly Anderson, Craig Anderson, Jessie Fortner, Joanne Jessen, Carol Plumlee, Mark Sheppard, Anna Wesley

**Absent:** Kathy Deligianis

**Chalice Lighting and Check-In:** President Holly Anderson opened the meeting at 7:00 pm by lighting the Chalice and sharing a quote from the Dalai Lama. "If you want others to be happy, practice compassion. If you want to be happy, practice compassion." The opening ritual continued with the Board Covenant and a review of the essential Board responsibilities.

### President's Report

- The Capital Campaign has exceeded its goal to pay off the building loan at the end of this year. It is expected that approximately \$210,000 will be raised. Excess funds will be used for facility improvements and repairs for both the exterior and interior of the church. The remainder will go to the Capital Fund.
- There is a vacancy for an at-large Board member. Holly asked that current members suggest candidates so that this position can be filled asap.
- Holly urged Board members to contribute to the church auction on November 12 and to volunteer to help that day and evening.
- At the task force's own recommendation, the COVID-19 task force has been disbanded. UUCR is grateful for the task force members' service.

### Minister's Report

- Rev. Scott reported that the current staff is performing excellently
- There was discussion about a proposal from Rev. Scott for UUCR to hire an administrative assistant beginning in 2023 to staff the front office on a part-time basis during the church year. The Board considered the proposal at some length. Discussion was tabled and will be taken up again, probably next month.
- **The Board voted unanimously to accept a second proposal from Rev. Scott for 2 additional hours per week (24 hours to 26 hours) for Cynthia Young, Music Director, beginning January 1, 2023.**
- It was clarified that it is the minister's responsibility to approve the hiring of new staff.

### Vice President's Report

Vice President Mark Sheppard reported on the following:

- The Facilities Committee has identified an extensive list of maintenance and repair items that they want to take care of in 2023. The Board also mentioned a few additional items that Mark will communicate back to the Committee.
- The Leadership Council met on October 24 and reviewed the various activities of committees. Several committees are looking for additional members. The Council will meet again in January 2023.
- At the Board's request, the Personnel Committee had examined the alignment of UUCR's background check policy with UUA Guidelines. **It was moved that UUCR follow UUA Guidelines for background checks, limiting them to persons working with children, youth and vulnerable populations and/or with fiduciary responsibilities. The motion passed unanimously.** For the Board members, that requirement only affects the President and the Treasurer.
- A new Personnel Committee Grievance Policy was presented and discussed. **It was moved to accept this policy and the motion passed unanimously.** It was agreed that the policy should be included in the Ministerial Search packet of information.

### **Treasurer's Report**

- Treasurer Carol Plumlee expressed appreciation to those who have assisted and helped orient her to the Treasurer oversight position. She offered a cautionary note on adding line items to the present budget due to unknowns regarding actual income and unanticipated expenses, such as facility maintenance, that can occur during the 2022-2023 year.

The Board reviewed the action items from this meeting and spent the last minutes expressing appreciation the work of fellow board members. The meeting adjourned at 9 pm.

The next meetings are tentatively scheduled for 7 pm on November 17 and December 15 for one hour and will be on Zoom.