

Minutes for USH Board of Directors Meeting February 8, 2022

Present – Rob Spector, Bob Hewey, Dana Donovan, Tina Davies, Eve Pech, Jon Covault and Rev. Terry Cummings (ex-officio)

Absent – Sarah McKenzie, Peter Meny

Guests – David and Janice Newton, Stu Spence, Paul Cipriano, Jim Venneman, Katherine Doyle, Sue Smolski, Doris Maldonado, Tom Reed, Richard Groothuis

6:30pm Check ins

6:45pm Rev. Terry offers reading by Patrick Murfin

6:48pm Board Covenant, Rob

6:50 pm Approval of January Meeting Minutes, Rob made the motion and Tina seconded.
Aye -6, Nay -0, Abstain -0

6:52 pm Discussion and Acceptance of Council and Treasurer Reports

Board gives approval for Sunday technology team to move forward with purchase of additional stage microphones in anticipation of a return of in person choir as well as wireless lapel microphones for speakers on stage. Bob suggests the sound abatement gift funds could be used for this equipment. Tina will be soliciting nominations for exemplary volunteers to be honored at the May annual meeting, nominations needed in March to include data regarding the nominee's sustained volunteer contributions to USH.

Dana elaborated on the social justice meeting recommendation that weekly Sunday unrestricted offerings be split 50:50 with USH and the monthly good neighbor offering recipient rather than a single Sunday plate offering for the GNO. This approach has been recommended by the UUA and adopted by many congregations. Bob Hewey noted this had been adopted at UUSE with overall increase in unrestricted Sunday offerings received. SJ also would like to involve the congregation in selecting GNO recipient groups, perhaps as part of the annual meeting. SJ would continue to be responsible for the GNO decision but with input solicited from the congregation. SJ has compiled a list of 17 suggested recipients. Dana requested that the Board discuss and agree on a board position at our next meeting to present to the congregation at the annual meeting.

7:14 pm Discussion of resuming In-Person Services on February 13, 2022 with in person coffee hour. Speakers leading the service and musicians may choose to remove mask while speaking. Bob Hewey moved the above be approved and that the expectation will be that those attending in person should be fully vaccinated for COVID-19. Aye -5, Nay -0, Abstain -1

7:27 pm Minister's Discretionary Fund (MDF) discussion, Rev. Terry reviewed use of MDF over the past several years and raised concerns that we should have a policy, annual audit and mission statement to help guide the Minister's use of the MDF. Rob moved and Bob seconded a motion that spending from the MDF will be paused until board develops and approves a policy with a goal of reviewing such policy at the March board meeting. Aye -6, Nay -0, Abstain -0

7:43 pm Rob remarked that UUA requires evaluations be completed for Rev Terry and her ministry at USH by end of May. The UUA has developed guidelines and evaluation templates for this purpose. The Committee on Ministry, two board members and Rev Terry will each submit evaluations. Jon and Peter have agreed to represent the board for this.

7:45 pm Stewardship Campaign update from Joe Rubin who will chair the 2022 stewardship drive. We will have pulpit messages in March, Rev Terry will give sermon on topic of giving on first Sunday in March and Joe will take the lead on getting out congregational mailing. Joe requested input in terms of budgetary needs/planning and volunteers to help call members to solicit pledges. He noted he can teach/coach volunteers or have joint calls. Volunteers include Eve, Jon and Bob (he will help with Seabury residents) as well as Jim Venneman and Giny Hedricks. Bob Hewey requested Council chairs submit budget information by Saturday Feb 19. He noted that 85% of 21-22 pledges have been received by December 2021.

8:00 pm 7:35 pm Minister's Report reviewed and Staffing Discussion – Rev Terry reported that Annie Witzler has volunteered to help lead RE through the end of this church year. Annie expressed interest in being a potential candidate for RE coordinator position. Rev Terry has reviewed with Sam our goals of resuming an in-person choir and consideration for hiring a choir director. Sam requested that we delay and provide them time to reconstitute our choir with plan to review their progress end of March. Rev Terry reported she has met with Brian Harvey to develop job description for office administrator and recommended the board consider directly employing such person.

8:14 pm Recap of January 30, 2022 Town Hall Meeting and Voting on whether to Postpone Settled Minister Search.

There was nearly universal support at the January 30th meeting to delay our settled minister search. Bob made a motion seconded by Eve that we post-poned for 1 year our settled minister search (i.e. until March 2023). Aye -6, Nay -0, Abstain -0.

Discussion – Contract, Interim and Developmental Ministry.

Rob recommended that the board have a meeting in 2 months with UUA Transitions Director, Rev Keith Kron, to educate the board about these options. Tina provided some history about prior search committee processes, Rob recommended that we develop Settled Minister Search Committee in the summer of 2022 whose work would need to begin in earnest in March 2023. Other deadline dates to keep in mind are Aug 2022 to potentially extend Rev Terry's contract and January 2023 if we were to choose to pursue a second interim or contract minister.

8:30 pm Meeting Adjourned.

NEXT BOARD MEETING IS TUESDAY, MARCH 8, 2022 at 6:30pm.

Minutes submitted by Jon Covault, Administrative Council Chair.