

## UUCS Board of Directors Meeting

### Attending:

Lynn Cardiff  
Robin LaMonte  
Benjahmin Boschee  
John Prohodsky  
Gloria Holland  
Joanne Manson  
Christine Ertl  
Cherryl Ramirez

Staff: Samantha Scales

The meeting was called to order at 5:34 p.m.

### Chalice Lighting & Centering Thoughts:

The chalice was lit and centering thoughts were provided.

### Visitors:

Visitors were Craig Rolland, Jo Nathan and Cecilia Craig for Human Resources matters and George Struble for Camerata Musica building rental.

### Housekeeping

New agenda items - Cherryl requested that the electronic voting process be added as new business on the agenda.

Annual meeting check-in - Board members reported that meal planning is underway, most team reports are in, and the slate of board candidates is complete. There was discussion about UUCS requirements for serving on the Board. The By-laws requirements are minimal. Some Board members felt that an additional requirement should be that Board members be on a UUCS team or committee to provide them with a broader perspective on the activities and governance needs of UUCS. The concern about this suggestion was the difficulty in finding members willing to serve on the Board, and whether a new requirement would make this even more difficult.

Thank you notes - Board members signed thank you notes to the Budget Team and Generosity Team.

### New Business

The Board added a new agenda item on Electronic Voting - There were several issues decided in the past month through special electronic board meetings. The Board did not establish a clear timeline for when voting should occur, and it was unclear who should receive the votes and how a quorum should be certified. The Board agreed that

these issues should be clarified each time it is necessary to hold a special electronic board meeting.

#### Board Action

Strategic Plan Process – The Board thanked Benjahmin for drafting the implementation plan process. The Board agreed that it now needs to take leadership over the process. There were questions about updating the vision and mission. The Board agreed that this should be a focus going forward, but that implementation of the Strategic Plan should not be delayed while that process occurs. Primary oversight of implementation should be provided through the Team Council, with Board liaisons being responsible for ensuring that teams and committees are focused on the Strategic Plan. There was discussion about how to ensure that the implementation plan is clearly communicated. Lynn will send the Board expectations for teams and liaisons regarding the Strategic Plan to the Communications Team and Benjahmin will send it to the Team Council.

Joanne moved and it was seconded to approve the Strategic Plan process. The measure passed with one abstention.

Camerata Musica Building Rental – George Struble reported that the Salem Public Library will be remodeling Loucks Auditorium starting in November 2019 and that the Auditorium will not be available for Camerata Musica concerts potentially until the spring of 2021. They would like to rent the UUCS sanctuary for concerts during that period. However, they need a date certain for each concert, and the practice of UUCS is to prioritize member needs over non-member building reservations. The request is to enable the building scheduler to provide Camerata Musica with scheduling priority for the concerts. Depending on when the auditorium remodel is completed, there could be between 9 and 11 concerts.

Gloria moved and it was seconded that the Board will require that UUCS honor the dates set for Camerata Musica building rental from November 2019 possibly through spring 2021. The vote was 6 in favor 1 no and 1 abstention.

There was discussion about ensuring that congregational needs are met, and that the building scheduler work around the Camerata Musica schedule.

Memorial Bench for Stan Seleen – A request was made to place a memorial bench for Stan Seleen on the UUCS grounds. There was discussion about grounds capacity for memorial benches and other types of permanent memorials. There is a need to communicate to UUCS members that they must get prior approval from the Board

before placing a memorial item. Joanne will work on a map of the UUCS landscape to identify where current memorials are placed.

Gloria moved and it was seconded to approve the placement of a memorial bench for Stan Seleen. The vote was unanimous.

Membership Policies – There was discussion of the proposed policies. There was discussion about the wording of the maintenance of the Service Attendance Log. The Board agreed to request that Benjahmin notify the Membership Team of the concerns and to request the Team to clarify the issue of maintaining the log.

Benjahmin moved and it was seconded to approve the Membership and Fellowship Team Relationship and Membership Team Meetings policies.

John moved an amendment to the motion and it was seconded to change the wording on the Membership and Fellowship Team Relationship Policy. The amendment failed

A vote was taken on the original motion and the motion was approved with 1 abstention.

#### Information Items

A scheduled report on the Covenant of Respectful Relations is postponed to a future meeting.

#### Regular Reports

Treasurer Report – There was discussion about the Memorial Fund and whether any of those funds are earmarked. There was discussion about the policy of distributing bequests and the amount that gets earmarked to the Endowment Fund.

Vice Chair Team Council – The Team Council did not meet this month, so there is no report. However, some Team Council and Board members met with the sabbatical minister last Sunday to discuss UUCS operations during the minister's sabbatical.

Habitat and Hope – They provided a status report that was included in the Board agenda packet. There was discussion about where they are in the planning process and the point at which they need UUCS approval before they proceed further. The concern is that no formal UUCS approval has been given for Habitat and Hope to proceed with the activities that affect the UUCS grounds. Lynn will schedule special meeting with them to discuss the process for them to get approval from UUCS to proceed after the May Annual Meeting.

Director of Religious Education Report – The report was included in the Board agenda packet. There was discussion about the ongoing need that Kaleidoscope Daycare and the RE program share space in the most efficient manner possible.

Social Justice Action Team – The report was included in the Board agenda packet.

Benjahmin moved and it was seconded to acknowledge receipt of the regular Reports. The vote was unanimous.

#### Consent agenda

March Minutes -

Ratify Policy on Submitting Requests to the Board -

Special Meeting Minutes - Office Assistant

Special Meeting Minutes - Letter to Islamic Center

Special Meeting Minutes - Budget Priorities

John moved and it was seconded to approve the items on the consent agenda. The vote was unanimous.

#### Executive Session

The Board went into Executive Session to discuss personnel matters. The Board requested that the Budget Committee review the funding needed for staffing and position reclassification options in the administrative office of UUCS.

Hiring an Office Administrator - Benjahmin moved and it was seconded that the Board approve the hiring of Curtis Bergeron as an OA at a 50% full time equivalent level through June 2019 and require that the Board Chair or designee and Committee on Human Resources member oversee the temporary staff until the minister returns from sabbatical. The motion carried with 1 abstention.

#### Assignments and Upcoming Events

- There is a special Board meeting on 4/17 @5:30 to discuss budget proposals. The Board Retreat follows @ approximately 6:30
- The Executive Committee will meet on 4/24 @4:00
- The May Board Meeting is on 5/9 @5:30
- Chalice Lighting and Opening Thoughts - Janet will provide the thoughts in May and John in June.

The meeting was adjourned at 8:05