

Unitarian Universalist Fellowship of Durango Meeting Minutes
November 27, 2018 Board Meeting

Board Members Present: *Tom Miller (President) via Skype, Kathleen Adams (Member-at-Large), Becky Malecki (Member-at-Large), Julie Johnson via phone, and Elizabeth Long (Vice-President)*

Opening words read by Kathleen. Covenant read by Becky. Katie is process observer. The Board members did a check-in.

Consent Agenda

October Meeting Minutes - were approved, with some minor name spelling changes and a change to take out personally identifying information. Question if Legacy Foundation information should be kept confidential to protect individuals' privacy. Board agreed that in the future, such matters should perhaps be addressed in Executive Session. Discussion ensued about what is proper in dealing with such information. If it's asked to be anonymous or confidential? Agreed this is a topic for a future policy discussion. Tom proposed that we make a recommendation to the Legacy Committee in this regard.

Attendance Report – *accepted without comments.*

Financials – *question regarding childcare. Tim Miller shared that there will be an additional allocation for childcare.*

Consent agenda was approved

Public Comment – thanks for the technological help to make the meeting happen.

BUSINESS ITEMS

Minister's Report – *An addition: there is now a registered student organization on FLC campus – The CIUUb! More information will be shared regarding this at the next Board Meeting.*

Ministry Review Task Force –

Allison Anderson present for the discussion. Kathleen shared bullet points to reflect the Deep Chair discussion brainstorming.... The collaborative approach to ask teams to ask the right questions sounds good, we want the task force to overlook nonmembers or not?...Allison asked if membership isn't a key component of engagement. Tom: we are reviewing program, not people, so other eyes might be helpful. The membership process does need to be looked at in an open way.... Concern was shared that the membership program is in its infancy and we don't want this to appear critical.... The membership process is undergoing change and we wish to be of help, in working with the team, about new members' experiences. The concern was shared that they are already making a shift from committee to team... Also, we decided at the retreat that we would not look at this.... Tom: If issues regarding membership occur, what should be done? Discussed that such matters will arise, there will be comments....can these be transferred to the membership team without reviewing the program? This is a review, not a "fix-it." Comments can simply be recorded. There seems to be a problem for some, that the review

might be considered critical vs. helpful and expansive. We want everyone to be open and even vulnerable. Yet, this is about ministry which is under Katie's purview. Katie wants to be respectful of new leadership and that that committee is already in a very delicate place, shifting from a committee to a task force. Suggestion was made to change "we are reviewing" to "the task force will receive feedback." Question was asked, perhaps we should trust the task force?

Allison asked if the questions for membership should be different than those asked of the other committees? Discussion ended with a general agreement that Katie, as head of ministry, should decide about including membership now or not...

Other Deep Chair thoughts re: the Ministry Task Force

The process of involving the congregation by soliciting written comments sounds good, but also do a presentation during a service announcement, and having small group discussions was suggested. Also, would like to highlight the fact that all input is on the record....

Teams have been asked to reflect on their relationship to the strategic plan – would like them to keep the strategic plan in mind, when answering questions. Also, don't need a Power Pt presentation, just some sort of presentation to relay key findings.

Update on the Board Secretary Position -

No current prospects.

Security – How can we communicate to the Fellowship that we are addressing security, and then – what shall we do? Dennis, representing Risk Management, shared that in April, in a meeting at the Methodist Church, came up with different options, including:

- 1. Lock all the church doors 10 min after service begins.*
- 2. Add emergency exit door*
- 3. Add video cameras inside and outside*
- 4. Add exterior signage saying there are video cameras*
- 5. Lock all Columbine doors when activities happening*
- 6. Add telephones for better communication*
- 7. Do a safety briefing noting exits at each of the services*
- 8. Improve emergency exit signage*
- 9. Adopt a firearm policy for church property*
- 10. Document any strange actions or behaviors, and investigate those*

Discussed this is sad, that it underscores how we don't really have any way to stop someone planning to do harm, and that it places our ushers in great jeopardy. Two weeks ago, with what happened in Pittsburg, do we need to do something? Or, short of armed guards at the door, is there anything we can do? Does this need to go back to the committee, and should we consider hiring someone? Another door on the SE corner might be one of the easiest interventions to increase security. Should we engage the police or a security consultant that could consult with us regarding improving our security? Should we not get more people on the committee? The Board agreed to try to add to the risk mgmnt committee by January, and continue to gather input regarding increasing our security.

Legacy Fund Task Force

(Tim Miller). Tim looked at several other congregations' brochures, to consider wording for our brochure. Asking for Board feedback on sample language before Shanana takes the next step with it. Looking for the most impactful quotes and testimonials.

Tom reflected that there's the brochure, but it's just a piece of the entire legacy program under which it falls. How do we keep it alive (with announcements, with acknowledgement dinners, etc.?). We could have a workshop on estate planning... There are other ideas, but this is the first tangible piece. Tim did propose that a portion of the earning stream could be allocated from "time to time" but not part of the principle, and not just to balance the operating budget – it would have a higher, long-range purpose. For example, with the latest gift, 80% has been allocated to long-term investment, but there's more flexibility with the remainder. It was suggested that we look a bit closer at the proposed wording before we pass it on. Question of – should we not add bullet points that would be part of an easily readable format? Kathleen Adams agreed she would volunteer her time to do this.

The idea was presented that another aspect of giving would be to allow individuals to donate for a memorial plate after a member has died, or even to honor a living person.

Kathleen motioned to have Becky Malecki be made interim secretary, and Julie seconded it.

Stewardship

Sheryl Guy has accepted the leadership position as a co-chair; Shona and Forest Jones have agreed to help as well, but it is unclear in what capacity. Kathleen has agreed to be a consultant to them as a coordinator/convenor. Need a theme and logo. Tim Miller volunteered to help with the spread sheet.

BOT Feedback Table/Listening Posts

Agreed to keep doing what we're doing and see what happens.

FROLIC in 2019?

Church auction/social to raise funds – the last one raised approximately \$20,000. Need a minimum of four months prep time? Sheryl Guy may be interested in coordinating it. Also, Aline would like to be involved. How would this impact a potential capital campaign? Thoughts that it's a fun community-building event that would not take away from a capital campaign. It could be the kick-off to the capital campaign. A past Frolic raised funds for the general fund. The next step or phase in the proposed grounds changes is coming up in the next couple weeks. A potential timeline would include a financial feasibility study. Frolic profit could be allocated half towards a feasibility study, and half for small wish lists.

Elizabeth moved we have a Frolic, for fall 2019. Becky seconded it. All in favor. Elizabeth volunteered to contact the potential organizers.

Credit Card Revision Policy

The past policy was “we don’t lend individual’s cards out.” We’re looking at getting a UUFD credit card – especially for IT expenses - but policy does need to be revised. The card would allow greater continuity as people’s roles change, as the card would remain as is. Agreed to let Mark continue to set this up.

Process Observation:

Participation was challenging with a phone person and Skype person. It’s always helpful to have food. Struggle with teams and committees. Was all of our conversation Board business? What took a disproportionate amount of time? - maybe everything! Perhaps Skype and phone underscored the need for all to think carefully, to speak up, and to speak with purpose.

Next Board Meeting:

Kathleen will be process observer. Julie will do opening and closing words.

Next meetings: Dec 18th BOT Meeting, & Dec 13th Deep Chair