



Minutes
Board of Trustees Meeting
December 28, 2021
4:00- 6:00 pm
Zoom only

ATTENDANCE & DISTRIBUTION

NAME	ROLE	EMAIL	ATTENDANCE
BOARD of TRUSTEES			
John Redemske	President	president@durangouu.org	Y
Vacant	Vice-President	vicepresident@durangouu.org	
Carolyn Miller	Secretary	secretary@durangouu.org	Y
Mark Swanson	Treasurer	treasurer@durangouu.org	Y
Jill Bystydzienski	Member-at-Large	mal2@durangouu.org	Y
Steve Govreau	Member-at-Large	mal1@durangouu.org	Y
Rev. Katie Kandarian-Morris	Minister	minister@durangouu.org	N
GUESTS			
John Schwob	Member	johnschwob@msn.com	Y
Mary Ocken	Worship Arts	blueboathome@yahoo.com	Y
Graham Smith check	Covid Advisory Group	smigr001@gmail.com	Y
Tim Miller	Finance Chair	Ztrm02@gmail.com	Y
Tom Miller	Transitional Minister Task Force	tommiller1945@gmail.com	Y
Bonnie Miller	Worship Arts	yjmiller2@gmail.com	Y
Sherrod Beall	Healthy Congregation Committee	sherrodb@gmail.com	Y
Teresa Jordan	Governance Committee	tjordan@frontier.net	Y
Nancy Fisher	Covid Advisory Group	nfisher48@gmail.com	Y
Mary Hockett	Healthy Congregation Committee	windmilltaos@gmail.com	Y
Anna Royer	Worship Arts	annabroyer@gmail.com	Y
Kathleen Adams	Healthy Congregation Committee	kadams@mcw.edu	Y

MINUTES

	ITEM	DISCUSSION	ACTION	BY
1	MEETING CALL TO ORDER	Time: 4:00 pm		John R
1a	Opening words / Chalice lighting			Steve G
1b	Reading Board Covenant			John R
1c	Assign Process Observer			Jill B

1d	Board Check-in			
1e	Consent agenda	Audit report of the Ministerial Discretionary Fund completed by Tim Miller, Finance Chair, with Rev. Katie Kandarian-Morris, December 15, 2021. Susan Koonce will handle check writing until interim minister arrives.		John R
2	Welcome of Public Attendees			
2a		Teresa Jordan, as a member of the Governance Committee, reminded BOT that there is a vacancy on Nominating and Leadership Development Committee that must be filled. Candidates for our Targeted Minister position may contact BOT on their Outlook email accounts. Teresa asked that BOT consider renegotiating the snowplow contract for parking lot so it is plowed when we have services. Building and Grounds Committee will be notified.	ACTION	
3	Minister's Report		Pre-read	Rev. Katie
3a	FF Report	From Leah Ongiri. John R plans to attend FF Team meetings. FF Team plans to hire a Sunday teacher.		Rev. Leah Ongiri
4	Treasurer's Report		Pre-read	Mark S
		UUFD is still ahead on income, and currently has a YTD Operating surplus of \$29,000. Expenses are running low so far, but will increase. There are no red flags and the Finance Committee is comfortable with the present financial position. Mark will cover the UUFD capital and legacy funds next month.		
5	Board Member			John R
5a		BOT approved appointment of Steve Govreau, Member-At-Large, as Vice President of UUFD Board of Trustees, to serve until the end of the 21-22 fiscal year.		
6	Nominating Committee			John R
		BOT approved appointment of Kathleen Devine, from member to Chair of Nominating and Leadership Development Committee, through end of fiscal year 21-22.		
7	Transitional Minister Search Task Force		Pre-read	Tom M
		Steve G reported that the background check of the two ministers, Rev. Gary Kowalski and Munro Sickafoose, will be completed soon. Discussion: Tom M reported the process has been a very fast, and we are lucky to have found Targeted Minister for the next 6 months. He thanked members of the Task Force: Jill Bystydzienski, Teresa Jordan, Steve Foster, and Carroll Groeger. Tim Miller, Finance Chair, contributed financial information. Their contract officially starts on Jan 10, 2022, at the first meeting with Worship Associates. Gary will be in the pulpit for Jan 16, 2022. Tom M will send copy of contract		

		<p>to Gary & Munro to sign and return, possibly by end of this week.</p> <p>MOTION: Call the question on the motion. 1st Steve G. Seconded. Motion passed.</p> <p>MOTION: Accept Targeted Minister employment contract as drafted in revision 6, subject to favorable background check. 1st John R. Seconded. Motion passed</p>	<p>MOTION</p> <p>MOTION</p>	
8	Targeted Minister Coordinating Task Force		Pre-read	John R
8a		Review and approve the charge dated 12/24/2021. The formation of the Task Force will be communicated to the congregation soon and will be in place by next Board meeting, January 25, 2022.		
9	COVID policy			Graham Smith, John R
		<p>Discussion of COVID status and update to COVID policy Graham presented the latest analysis by Covid Advisory Group using county, state and national data. There are very sharp increases in cases due to the Omicron entry into epidemiology. Omicron is 40-50% more transmissible compared to the Delta variant and is less virulent. We recently had an infected person in the sanctuary. Long discussion about prevalence and how that affects the time/occupancy chart. Given the direction of prevalence in the nation, and that a Sunday service requires a minimum of 90 minutes, it is unlikely that 60 people will be safe for that amount of time.</p> <p>MOTION: UUFD will go immediately to Zoom services, with 10 or fewer people presenting the service in Sanctuary. The presenters will take a rapid test for Covid-19 before the service, and if positive test results, will leave, even if they have no symptoms. 1st Steve G. seconded. Passed unanimously.</p> <p>On this next Sunday, January 2, 2022, people who show up will be allowed in the Sanctuary and seated widely spaced. In the future, and until further notice, no one will be allowed into the Sanctuary for services except the presenters.</p> <p>Announcements will go out immediately to the congregation; staff and targeted ministers will be informed.</p> <p>COVID policy draft tabled until next BOT meeting.</p>	<p>MOTION</p> <p>ACTION</p>	JR
10	HCC Facilitated Workshop			Sherrod Beall
10a		Sherrod: Healthy Congregation Committee & the BOT met December 13 with Sandhya Tillotson and Rachel B. Turiel to design a workshop on communication for the UUFD		

		<p>congregation. Rational Aims: • To increase communication skills within the congregation • To present & discuss the results & themes from the Listening Sessions/Circles • To decide how to move forward as a congregation (What ongoing structure and format will allow for ideas and concerns to be expressed and heard?) • To adopt the drafted Relational Covenant</p> <p>The consultants originally proposed \$4,000 for a 4-hr workshop; they dropped price to \$3200. HCC planned to hold workshop on Feb 12, 2022, but will be delay until later in the spring due to the rise in COVID-19 cases.</p> <p>MOTION: BOT allocates \$3200 for Healthy Congregation Committee to hold a communication workshop for the UUF D congregation, facilitated by Sandhya Tillotson, Sagebrush Ltd., & Rachel B. Turiel, in Spring 2022. Seconded. Motion passed.</p>	MOTION	
11	Closing of Meeting	6:27		John R
12a	Process observation report			Jill B
12b	Summary of Action Items			Carolyn M
12c	Closing words / Extinguishing Chalice			Steve G
12d	Next Meetings	Deep Chair: Tuesday, January 18, 2022 4:00-5:00 pm Board meeting: Tuesday, January 25, 2022, 4:00-6:00 pm		
12e	Adjournment	Time: 6:30 pm		John R

Respectfully submitted by Carolyn R. Miller, Board of Trustees Secretary
Date approved by Board of Trustees of UUF D: January 27, 2022