



Minutes

Board of Trustees Meeting

February 22, 2022

4:00- 6:35 pm

Zoom only

NAME	ROLE	EMAIL	ATTENDANCE
BOARD of TRUSTEES			
John Redemske	President	president@durangouu.org	Y
Steve Govreau	Vice-President	vicepresident@durangouu.org	Y
Carolyn Miller	Secretary	secretary@durangouu.org	Y
Mark Swanson	Treasurer	treasurer@durangouu.org	Y
Jill Bystydzienski	Member-at-Large	mal2@durangouu.org	Y
Vacant	Member-at-Large	mal1@durangouu.org	N
Revs. Gary Kowalski and Munro Sickafoose	Ministers	revgary@durangouu.org revmunro@durangouu.org	Y Y
GUESTS			
Graham Smith	Covid Advisory Group	smigr001@gmail.com	Y
Tim Miller	Finance Chair	ztrm02@gmail.com	Y
Sherrod Beall	Healthy Congregation Committee	sherrodb@gmail.com	Y
Tom Miller	Transitional Ministry Selection Task Force	tommiller1945@gmail.com	Y
Nancy Fisher	Covid Advisory Group	nfisher48@gmail.com	Y
Kathleen Devine	Nominating and Leadership Development Committee	Katalinasma@hotmail.com	Y
Bonnie Miller	Worship Arts	yjmiller2@gmail.com	Y
Liz Volz	Covid Advisory Group	warmandwise@gmail.com	Y

	TIME	TOPIC	DISCUSSION	ACTION	BY
1	4:00	MEETING CALL TO ORDER			John R
1a		Opening words / Chalice lighting			Jill B
1b		Reading Board Covenant			John R
1c		Assign Process Observer			Steve G
1d		Board Check-in			
2		Public Attendee comment			
2a			Reopening the church to in-person services will be discussed under item #9. A recommendation was made for an exit interview with Rev. Katie Kandarian- Morris.		
3		Minister's Report		Pre-read	Rev. Gary Kowalski

			Gary was thanked for two letters recently published in the Durango Herald. Sherrod Beall requested a copy of the report. Carolyn M will email report. Mark S asked if we have a policy to share reports with the congregation before our public board meetings to increase communication and we do not..	ACTION	
4		Treasurer's Report		Pre-read	Mark S
			Mark S was thanked for a good summary. Church finances are still on track for this fiscal year. The changes voted on at the January 2022 BOT meeting have not been implemented yet.		
5		Fund Restructuring		Pre-read	Mark S
			MOTION: Create and fund a Ministerial Transition Reserve at no less than \$24,000; the funds to come from the Office-Unrestricted Fund and the Equal Exchange Coffee Fund, which will then cease to exist, and the Ministerial Reserve plus monies as necessary to reach the proposed level from unrestricted cash reserves. This reserve is to be used for the costs associated with hiring both Interim and settled Ministers. If funds remain after a new minister is settled, those remaining funds may, by action of the Board, either revert to unrestricted cash or become the seed for a new Sabbatical Reserve. Mark S 1 st . Seconded. Passed.	MOTION	Mark S
6		Technical Director		Pre-read (John R email 2/15/22)	
			Gary will inform Joe Sykes that he will be the new Technical Director, when his background check is complete. Gary will sign the employment agreement and then send it to Joe Sykes and President John R. for signatures. Jeanne MacKenzie will file the agreement in the office Personnel File. Joe will need to provide an I-9 government employment form.	ACTION	Rev. Gary K Office Administrator
7		Pine Song Retreat		Pre-read John R email 2/17/22	
			Motion: Schedule the annual Pine Song Retreat for July 8, 9, & 10, 2022. 1st Steve G. Seconded. Passed. Announce the Pine Song Retreat and request volunteers.	MOTION ACTION	John R John R
8		Nominating and Leadership Development Committee		Pre-read Email Kathy Devine 2/9/22	Kathy Devine

			<p>Proposal for young member scholarships to GA</p> <p>MOTION: Approve scholarships for potential prospective leaders in UUFD membership to attend in person or virtual as funds allow GA in June 2022, with funding from Leadership Training line item #62120, up to \$2000.</p> <p>1st Kathy Devine. Seconded. Passed. Announce the above.</p>	ACTION	Kathy Devine
9		Covid policy		Pre-read	Graham Smith
			<p>MOTION: The Board will reopen church on Sunday, March 13, 2022, to in-person service if Covid prevalence trends continue to decline.</p> <p>1st John R; Seconded. Passed.</p> <p>Announce reopening to in-person services in the newsletter, E-announcements, and at Sunday service, February 27, 2022.</p> <p>The Board will schedule a Town Hall meeting on the budget and Faith Formation wither March 6 or 13, 2022, and notify Sherrod Beall of HCC, and Rev. Munro.</p> <p>On February 27th, Bonnie M will ask James Mirabal about his last day.</p> <p>The Covid Advisory Group will measure CO2 levels in the mezzanine of the Sanctuary once in-person services resume.</p>	<p>MOTION</p> <p>ACTION</p> <p>ACTION</p> <p>ACTION</p> <p>ACTION</p>	<p>Bonnie M</p> <p>John R</p> <p>Bonnie M</p> <p>Graham S</p>
10		Budget Review			Tim M
			<p>The Board will consider spending priorities for FY 2022-23 Budget.</p> <p>Tim Miller, Finance Chair, introduced the first budget discussion now that budget requests have come in from the teams and committees. Spending changes include an increase in ministerial compensation to attract a qualified interim minister. Our church's UUA Fair Share will go up. This budget assumes no pledge growth. A Town Hall meeting will address our spending increases and the need to increase pledges.</p>	ACTION	Board
11		Book Order		Pre-read Email Jill B, 1/27/22	Jill B
			<p>MOTION: Approve up to \$300 from Leadership Development to order 20 copies of book, <i>In the Interim</i>, at \$17 apiece, for the Transitional Ministerial Search Task Force.</p>		

			(Jeanne has a credit card and could order these.) 1 st Mark; Seconded. Passed	ACTION	
12		Public access to Board pre-reads			Steve G
			Policy needed for what Board materials are posted for public viewing before a board meeting.		
13		Unrestricted excess funds			
			Policy needed for what we do with Unrestricted excess funds.		Mark S
14	6:30	Closing of Meeting			
14a		Process observation report			Steve G
14b		Summary of Action Items	Will be emailed	ACTION	Carolyn M
14c		Closing words / Extinguishing Chalice			Jill B
14d		Next Meetings	Deep Chair: Tuesday, 15 March, 4-6 pm Board meeting: Tuesday 22 March, 4-6 pm.		
14e	6:35	Adjournment			

Respectfully submitted by Carolyn R. Miller, Board of Trustees Secretary

Date approved by Board of Trustees of UUFD: March 15, 2022