



Unitarian Universalist
Society of Geneva



Minutes of the Board of Directors Meeting September 10, 2019

P Brian Doyle, President
P Nancy Christensen, 1st Vice-President
P Eric Jonke, 2nd Vice-President
P Patricia Ward, Secretary
P Judy Medina, Treasurer
P Craig Moore, Director
P Gail Tattersfield, Director
P Kathy Cornell, Director
P Patrick McGleam, Director
P Christine Imielski, Congregational Administrator, *ex officio*
P Rev. Jennifer Innis, Co-Interim Minister, *ex officio*
P Rev. Patrick Price, Co-Interim Minister, *ex officio*

Also present: Kevin O'Neill, Ash Peterson, Tom Haslett, Teal Cyko, Joe Noerr, Linda Marquis, David Tomell, Doreen Christiani, Jim Swick, Scott Dotson, Sean Hruby, Glenda Peck, Kim McDuffee-Dotson, Deann Alleman

Call to Order, Lighting of the Chalice, Opening Words

Readings, Introductions and Check-in. Gail Tattersfield read Reading #650 from the gray hymnal. All board members and guests present checked in.

Approval of the Agenda. Upon motion made, seconded and called for vote, the meeting agenda was approved by a majority vote.

Review and approval of the Minutes of August 2019. Upon motion made, seconded and called for vote, the August 2019 board minutes were approved.

The Board reviewed the following **Standing Reports**:

- Council/Team Reports for July 2019.
- Finance/Treasurer. Nothing to be added at this time.
- Ministers' reports for July. Rev. Jennifer summarized some points of the Ministers' report submitted today. She also stated that she, as an interim minister, is doing more with the LRE program, than a settled minister would usually do.
- Congregational Administrator. Nothing to be added at this time.

NEW BUSINESS:

- Discussion with the Welcoming Team. Gail Tattersfield reported for the Team on several matters. Gail and Pat Ward are working on organizing Greeters for the new church year. The next New UUs session is October 27, 2019. Brian commented that the Board should re-think Welcoming along the lines of following up with new members and people who come to church one time or a few times but don't come back. Nancy suggested having ways to get involved with the church at the New UU's reunions.
- Presentation by Interweave on Welcoming Congregation Renewal. Linda Marquis started the discussion by advising the Board that members of Interweave were working as an ad hoc committee to renew UUSG's status as a Welcoming Congregation. There are new UUA requirements for renewal. Linda said Interweave would like to involve the whole church in the renewal process, rather than a few people just going through the UUA checklist and process. They would like that individuals who might come to UUSG for its promise of a welcoming congregation be more than just accepted by the congregation; they should be affirmatively welcomed by UUSG and encouraged to become involved in church activities. The ad hoc committee is asking the Board and church to look deeper into expanding welcoming activity. Other members of the group, Ash Peterson, Doreen Christiani and Teal Cyko, also spoke to the Board. Board Member & Treasurer Judy Medina volunteered to work with Interweave folks to promote board support of these efforts.
- Report from the Search Committee. Kevin O'Neill reported on several matters pertaining to the search:
 - Reviewed the Timeline.
 - Encouraged attendance at the Beyond Categorical Thinking workshop on Sept. 29th from 1:00 to 4:00 pm.
 - Advised about potential possible changes to UUSG Bylaws to conform to the UUA process.
 - Asked the Board if there will be a RE plan on staffing and curriculum to include in the Congregational Record. Discussion deferred until after a decision on funding for a part-time DRE, later in this meeting.
 - Board Member Patrick McGleam volunteered to have further discussion with the Search Committee about becoming the liaison from the board to the Search Committee.
- Appointments to Nominating Committee. On motion made, seconded and carried by a majority vote in favor and none against, Rachel Harbold and Tracey McFadden were appointed to the Nominating Committee.
- The President allowed comments from the floor about the RE music program being discontinued. Sean Hruby spoke in favor of restoring the music program and bringing back Sandra Anderson as its director. He asked that, if additional funds are allocated to RE for support staff, a portion should be set aside to compensate Sandra for directing a restored RE music program. Kim McDuffee-Dotson also spoke in favor of bringing back the music program.
- Allocation of Net Gain/Funding for Part-Time DRE. After some discussion, Nancy Christensen made a motion, seconded by Eric Jonke, to transfer the 2018-19 operating surplus to the Memorial Capital Endowment Fund. A majority of the board members voted affirmatively, with no opposition votes.
 - The second part of this issue was the question of increasing funding for RE staffing from \$5,000/year, as budgeted, to approximately \$17,500/year, which will pay for a part-time DRE for approximately 15 hours per week. After much discussion by board members

and guests attending the meeting, a motion was made by Nancy Christensen and seconded by Patrick McGleam, as follows:

- That the Board authorizes the Ministers and the Personnel Committee to hire a Part-Time Director of Religious Education, according to the following guidelines:
 - The position is to replace the existing position of Religious Education Assistant.
 - Total compensation for the position, including benefits, is authorized at an annual expense of up to \$17,500.
 - Assuming a start date of October 1, 2019, prorated FY2019-20 expenses of \$13,125 are to be funded via a budget amendment.
- Six directors, Kathy Cornell, Craig Moore, Nancy Christensen, Patrick McGleam, Gail Tattersfield and Brian Doyle voted in favor of the motion. Two directors, Pat Ward and Judy Medina, voted against the motion. No vote by Eric Jonke as he had left the meeting earlier. The motion passed by a majority.

OLD BUSINESS:

- The webinar opportunity offered by MidAmerica Region UUA for smaller congregations is tabled until the next meeting because of time constraints.
- The issue of the use of Heritage Room during Sunday services was tabled to the next meeting.

On motion made, seconded and passed by a majority, the meeting was adjourned at 9:44 pm.

Respectfully submitted,

Patricia L. Ward
Secretary

SHORT VERSION OF BOARD MINUTES OF SEPTEMBER 10, 2019

Gail Tattersfield and Pat Ward are working on organizing Greeters for the new church year. You will be hearing from them soon.

Linda Marquis headed a presentation on Welcoming Congregation Renewal and advised the Board that members of Interweave are working as an ad hoc committee to renew UUSG's status as a Welcoming Congregation. There are new UUA requirements for renewal. Linda said Interweave would like to involve the whole church in the renewal process, rather than a few people just going through the UUA checklist and process.

The Board appointed the final two members of the Nominating Committee, Rachel Harbold and Tracey McFadden.

The Board handled the issue of applying the 2018-19 operating surplus of \$13,522 to the Memorial Capital Endowment Fund or to other purposes in a two-part manner. First, there was a majority vote to apply the \$13,522 surplus to the Memorial Capital Endowment Fund. Second, after much discussion by

board members and other members present, the Board voted 6-2 to authorize the Interim Ministers and Personnel Committee to hire a part-time Director of Religious Education, with total annual compensation not to exceed \$17,500, working approximately 15 hours per week, at \$19.00 per hour. The cost in excess of \$5,000 already budgeted will be paid by a budget amendment. A starting date will be about October 1, 2019.