

UUFH Board Meeting Minutes

February 20, 2024

Attendees: Rev Debra Haffner, Gerri Farrell, Ken Buley-Neumar, Jim Rubin-Perez, Laura Otton, and Jenna Kern-Rugile. Michele Lauer-Bader. Absent: Allyson Barrish, Vivian Storm, and Connie Sorscher,

Chalice Lighting: "As the Wild Wind Bites" by Ben Soule

Discussion and Vote Items:

Minutes: Minutes from 01/16/2024 Board Meeting unanimously approved.

Office Administrator Salary Increase: In keeping with UUA salary guidelines, the current budget includes an increase to bring the OA's rate of pay as of her hiring date anniversary. Motion (Shelley): As of OA's hiring date anniversary (4/1/24) and continuing through 6/30/2024, OA's pay rate will increase to \$25 per hour. Seconded by Jenna. Unanimously approved.

Membership deadline for voting: Since the proposed special congregational meeting date to call a new minister, if one is found, is 5/12/2024, then the deadline to sign the membership book should be 4/14/2024 so that announcements about the special meeting can be made the week of 4/14/2024. Motion (Laura): To make membership deadline Sunday 4/14/2024 to vote at 5/12/2024 special congregational meeting. Seconded: Jenna. Unanimously approved. New Member Ceremony will be on 4/28/2024.

"Auction Action": Auction Committee proposes raising funds at the Services Auction for the purpose of enhancing accessibility in the Main Hall. An Ad Hoc Committee would need to examine ADA guidelines, existing accessibility issues and proposed solutions. Interested supporters of the action would not bid on anything; they would purchase a special item (token/pin/name on plaque/etc) that symbolizes their support. Motion (Jim): To create an Accessibility Task Force to work out options and present recommendations to the Board. Seconded by Laura. Unanimously approved.

75th Anniversary Legacy Circle Name Change: Motion (Jenna): To change the 75th Anniversary Legacy Circle name to UUFH Legacy Circle. Seconded by Shelley. Unanimously approved.

Safety Policy Recommendations (Gerri): Gerri filed a complaint with the local police precinct re: the theft last month. Safety Committee proposes written policy regarding the presence of animals, and larger bags/suitcases at the UUFH. For example, no animals except certified Service Animals will be allowed inside the building; OK on the grounds. Larger bags/suitcases not allowed in the building. Small bags/backpacks OK. Motion (Ken): Approve policy as written. Seconded by Jim. Unanimously approved. Effective immediately.

Lockdown Procedures (in case of violent individuals/threats) (Gerri): Safety Committee proposes written policy for use in case of violent individuals/situations, including office calling 911, protocols for securing congregation and RE classes as those used in schools, lockdown drills, etc. Motion (Ken): Approve policy as written. Seconded by Jim. Unanimously approved. Effective date immediately.

Discussion Items:

Covenant: reviewed.

Secretary's Reminders: Congregational meeting dates and rules reviewed. Last years minutes to be printed for the meeting, and posted on the website. 2024-25 Budget Planning has begun.

Finance: Treasurer's report shows contributions are keeping pace with the budget year. Income versus expenses show outflow is a little greater, due to impact of Little Learners revenue loss. Budget planning has begun. Services Auction Committee will set a budget and present it to the Board.

Canvass/Stewardship Update (Rev Debra): Started 2/4/2024. 103 donors have pledged; 40 left. 91% of \$335K goal met. 66% have increased their pledges. Several new members contributed significantly.

Music Director Update (Rev Debra): Advertisement has been posted on Indeed.com. Resumes will be accepted through 2/28/2024. Several applicants already. Rev Debra will head the screening & interview process.

Long-term Rental Update (Rev Debra): A firm of licensed creative arts therapists is interested in leasing the cottage. Board agreed that a copy of their malpractice insurance policy should be obtained prior to lease agreement. A photographer may be interested in renting some of the classroom space. Board discussed future potential competing interest in classroom availability on Sundays.

Tenant (Apartment) Update: A certified letter of non-renewal was sent to the tenant. Not picked up yet. Specifics of what next steps may need to happen discussed.

General Assembly Delegates: GA will be remote this year. Article 2 will be voted on. UUFH is entitled to five delegates, so encouragement is needed to have full representation. One delegate (Gerri) identified so far. Shelley will place a notice in the Flash to spark interest and encourage participation. Rev Debra will reach out also.

Key Access Policy (Gerri): Safety Committee will determine how best to manage/control key access to the doors of the UUFH, and will present a key policy proposal to the Board for its approval.

New Governance Evaluation: Congregation will evaluate the new governance model after one year. Laura, Gerri and Ken will meet with Committee Chairs in mid-March about the new governance model. They will develop 3-4 questions to get feedback from congregants. New members need a review of the governance structure. Need to be responsive to changes in direct access to Board members/minister. Eg: what's working for you, not "do you like the new structure. Stress the positive, like having more volunteers, Board able to focus more on strategies. . Consider a post-Sunday Service review of new governance structure.

Seder (Shelley): There will not be a UUFH Seder this year. Not enough volunteers to make it successful.