

UUFH Board Meeting

June 16, 2024

Attendees: Rev Debra Haffner, Gerri Farrell, Ken Buley-Neumar, Allyson Barish, Jim Rubin-Perez, Laura Otton, Connie Sorscher, Michele Lauer-Bader, Jenna Kern-Rugile, and incoming Board members: Susan Peters, Jon Nielsen, and Liza Burby. Absent: Vivian Storm.

Chalice Lighting: “A Chalice Lighting for Liminal Times” by Summer Albayati

Covenant – Reviewed

Secretary’s Reminders – Create calendar for next year’s Board and Executive Committee Meetings. Office Director will post dates Consider Volunteer Fair. Full board will meet third Tuesdays; Exec Comm will meet second Tuesdays. Laura will bring calendar to Board retreat. Governance model needs updating on UUFH website. Laura will meet with Office Director.

Discussion and Vote Items:

May Board Meeting Minutes – Motion to approve as amended: Ken. Seconded: Laura. Unanimously approved.

Discussion Items:

Governance Model Overview and Case Studies (Rev Debra) – Reviewed new governance structure, which clarifies and links authority and accountability. People appear ‘largely satisfied’ with the new structure. Minister will oversee approved plan and budget to carry out the mission of the congregation and oversees staff. Governance is done by the Board. Board sets policy, has more fiduciary, legal and/or strategic focus, and less operational focus. Every committee must have at least 3 members. Sub-committees are essential. Teams are voluntary, have greater authority to act once a plan and budget have been approved. Key chairs serve for up to 3 years. All aspects of fellowship have a structure and way of reporting and getting things done.

Rev Debra presented and Board discussed at length four scenarios to better acquaint members with examples of some real issues raised by congregants, and how the new structure provides structural/communication pathways to address them; whereas in the past, someone might ask “Can you bring this to the Board?” If you are not sure who should address an issue, tell the person asking you will check and get back to them. Differences between existing committees and ad hoc committees clarified. Ad hoc committees are time-limited and are directed by the Board. Past President will look into lease renewals in this next year. The new governance structure is a living system, and may need new committees and revision. Charters need re-examining every 3 years to continue to meet needs.

Treasurer’s Report (Allyson) – There is \$5k in reserve for legal expenses. There is no income budgeted for the apartment until November. Health insurance coverage for new contract minister not needed. E-blast will remind people to be careful distinguishing between end-of-current-year versus new fiscal year pledge payments. We are 92% of the way through the fiscal year, with 87% of income received, and 89% of expenses incurred. If pledges are realized, the

budget will be close to breaking even. Courtyard drainage work is budgeted for 2024-25, but some expenses occurred in 2023-24. Out-of-budget income is included only if it is being spent as out-of-budget expense.

Apartment Tenant – No acknowledgement from tenant of communication regarding non-renewal of lease. Attorney retained.

Real Estate Agent – New contract signed with new real estate agent to find long-term renters. For Rent sign **should** be turned 90 degrees to the street for better visibility.

Accessibility Task Force (Ken) – The task force is in place. Need to boost interest in it. Ken will send e-mail shortly. Need to set up a meeting and choose a chair.

New Contract Minister – Contract will be signed in July. Discussed way to welcome and show support by the Board and congregation. Update sign out front. Welcome basket, volunteers to help set up office, etc.

Thank You – Thanks to Gerri as out-going president. Much gratitude and good-bye to Shelley, Ken and Vivian as they complete their three-year terms on the Board. Many well wishes and thanks to Rev Debra for her time with us.