

UUFH Board Meeting

July 16, 2024

Attendees: Laura Otton, Gerri Farrell, Liza Burby, Jim Rubin-Perez, Connie Sorscher, Jenna Kern-Rugile, Susan Peters, Jon Nielsen. Absent: Allyson Barish. Joined by Ministerial Search Committee members Terry Donaldson and Jim Monnier.

Chalice Lighting:

New Covenant – Discussed

Discussion and Vote Items:

June Board Meeting Minutes – Amended to include Jenna's suggestion to reply to congregants' questions by saying, "Let me check into that for you and get back to you." Unanimously approved as amended.

Ministerial Search Committee (MSC) Notes – (Terry & Jim) MSC expected UUFH would attract a greater number of potential candidates, given that UUA team believed our package was in good shape. Feedback shows that requiring a living radius within 30 miles of UUFH was not palatable, and salary & housing package, (salary + pension + health insurance for family coverage + \$50K interest-free mortgage) given the COL on Long Island was insufficient, despite a large portion of the package being tax exempt. MSC would recommend retaining the survey results, but removing the 30-mile radius language from prospective minister's contract. Discussion included: consider turning \$50K interest free mortgage into a housing allowance, or provide some monetary assistance for rental housing; increase the salary offer; hire an 80% time minister or share a minister with another congregation (possibly involve LIAC and UUA's "Keith" in discussions); plan a pledge drive goal targeting the increased salary amount; attract new members with membership drive. Also discussed option and timing related to considering the incoming contract minister for a 'contract to call' position.

Get treasurer's and Susan's recommendations with input from Jim and Terry regarding feasibility and costs related to above options at Board retreat, or early fall meeting. Keep in mind salary needs for a new DRE, NYS increasing FLSA salary for exempt/nonexempt employees. We cannot post our congregation until we have a contract to offer. Last year's deadline was in November.

The MSC itself has 4 members who will continue for another search year. Jim and Terry recommend that 3 new members be added to the MSC to replace those who left. The Board will ask the Nominating Committee (Nom Com) to recommend 3 individuals, pulling from the list that Nom Com compiled last year for the original MSC. The Board will then present them to the congregation for a vote.

Treasurer's Report – Allyson will present end of year report of actuals versus budgeted at next meeting.

Accessibility Task Force (Gerri) – The task force is in place under the Board. Jenna will serve on the task force as a Board representative. Gerri will be the contact/point person for the task force.

Board Retreat – dinner will be at the fellowship on Friday at 6:30 PM. Goal setting and Covenant will be on Saturday from **9 AM – 3 PM**. Prospective dates discussed included 9/20-21, 9/27-28, and 10/4-5. Laura will contact Jon, and Allyson to decide the date.

Welcoming New Contact Minister – Board discussed ways to welcome and be supportive of Pastor Madelyn Campbell.

Next Meeting – 8/20/24 via Zoom.