

Unitarian Universalist Church of Jacksonville

Board Meeting Minutes

May 4, 2021 (approved June 1, 2021)

“By serving compassionately and connecting authentically we change the world.”

Members in Attendance: Tessie Bond, Liz Dion, Rev. Paul Johnson (late), Munsell McPhillips, Teri Mitchell, Nancy Murrey-Settle, Vince Ober, Gary Rhodes

Absent Members: N/A

Others in Attendance: Kathleen McKenzie and David Lafitte (arrived approx 7:30 for Capital Campaign /Social Hall renovation report)

Order of Business:

- I. Call to Order – Vince Ober (6:05 PM)
- II. Chalice Lighting and Opening Words - Nancy Murrey-Settle
 - A. Pema Chodron quote
- III. Board Covenant: <https://uucj.org/governance/board-covenant/>
 - A. Read by Vince
- IV. Process Observer / Timekeeper – Teri Mitchell
 - A. Appointed
- V. UUA Congregational Board member training: The Myth of Rationality: Understanding Human Nature (6:10)
 - A. <https://www.uua.org/leadership/programs/board-training/systems-training>
 - B. Reviewed
- VI. Approval of Agenda
 - A. Rhodes/ Mitchell: Motion to Approve Agenda 6-0
- VII. Approval of Minutes of April 6, 2021 meeting
- VIII. Consent Agenda
 - A. Minister’s Report
 - B. President’s Report
 - C. Vice President’s Report - none
 - D. Treasurer’s Report
 - 1.
 2. March Balance Sheet
 3. March Income & Expense
 4. Budget Review Dashboard
 - E. Inreach report
 - F. Outreach report
 - G. Operations report
 - H. Stewardship report
 - I. Personnel Committee - Tessie

Continuing Business (6:20)

- J. Minister Search - Nancy
 - 1. Minutes 4/5, 4/11, 4/18, 4/26
 - 2. In process of reviewing the incoming candidates. Reviewed intent of the board to look for contract minister for 2 years with the possibility of that person becoming called minister. Reported that search team did not feel the need to bring in a candidate before offering board a recommendation. Reviewed budget guidelines and video teaser.
- K. Capital Campaign Report - Kathleen (~~6:30~~) (delayed until arrival at 7:30)
 - 1. "Renewing Our Community " report on capital campaign efforts moving along successfully, moving focus to congregational families. Enthusiasm about the Krosnick Corner and other upgrades to the social hall. Plan to close campaign by end of May. Looking to engage more families.
- L. COM mid-year evaluation - Ober (6:30)
 - 1. Vince is engaged with Paul on this; will have a written report forthcoming.
- M. New Normal Recommendations
 - 1. Discussion regarding if June 6th was too soon to have the hybrid option available. All agreed we will move in this direction with incremental movement to have a portion of service originating from the sanctuary with small groups of vaccinated and masked attendees. Will be clear on the safety steps we are taking in advisement with CDC recommendations on vaccinated persons and allow individuals to weigh the risks. We want to make sure that the service is hybrid, allowing interaction for those persons who choose not to attend in person. This hybrid aspect requires additional technology and staff.
- N. Tech team - Ober
 - 1. Continuing discussion on hybrid incremental reopening plans and technology needs to support such. Will supplement our Zoom production with a Facebook portal camera attached to tv monitors. Discussed the need to recognize the historical designation of the physical building and the need for the Tech Team to be in conversation with Keepers of the Church and the Project Team for social hall renovations. After hearing from David Laffitte and Kathleen McKenzie on Capital Campaign the Board voted on the following motion:
 - a) Mitchell/Munsell: Motion to support tech team in moving forward for hybrid reopening providing proof of concept. Work in conjunction with the project task force and worship team in the development and testing of a hybrid solution.
Motion approved 6-0
- O. Triennial Survey/Congregational Survey(~~6:50~~)7:55
 - 1. <https://wh1.snapsurveys.com/s.asp?k=161797644110> or
 - 2. UUCJ 2021 Membership Survey
 - a) Bond/Murrey Motion to accept survey as presented by Mike Plummer
Approved 6-0
- P. General Assembly Delegates (~~6:55~~) 7:58

1. Paul will be our pastoral delegate. Liz, Munsell, and Vince are going to attend. Vince will see how many delegates we are allotted for our church size. Delegates attend the business meeting and vote.

Q. Budget adjustment - Liz (~~7:00~~) 8:00

1. 2021
 - a) Minister search
 - (1) 600 currently anticipated
 - b) Tech Expenses
 - (1) 6.5 K for hybrid reopening
2. 2022
 - a) Budget process
 - (1) This is the 2018 timeline associated with our fundraising/pledge drive and preparation for next year's budget.

IX. New Business (~~7:20~~) 8:04

A. Pledge Drive Planning - Ober

1. Mission Funding Committee members
 - a) Currently don't have members on this committee. Need to find a fundraising team to run a successful post-pandemic pledge drive. Tabled until the next board meeting.

B. The Eighth Principle – Do we need one at UUCJ? Ober (7:30)

1. Diversity, multiculturalism, and ways to end white supremacy.
2. <https://www.8thprincipleuu.org/>
 - a) Tabled to next meeting.

C. Staff Compensation Policy (7:40)

1. Updated Policy For Consideration 2021
2. Previous Policy 2016
 - a) Bond/Mitchell: Motion to accept Updated Personnel Policy as presented. Approved 6-0
 - b) Included some comments to look add some compensation for health care insurance to all levels of employees. Will be taken up with Personnel Committee for future consideration.

X. Next Board Meeting June 8,,2021 (June Meeting Chalice lighting and opening words: Vince)

XI. Board Assignments

XII. Adjourn (~~8:00~~) 8:21

A. Bond/Rhodes Motion to Adjourn Approved 6-0

- B. Report By Teri as Process Observer/TimeKeeper. Went well, good discussions about important issues. Tabling some items allowed us to get back to time guidelines and discuss complex topics.