

UUCSC Board of Directors Meeting
Zoom meeting
March 17, 2021- Wednesday
6PM-8PM
 (approved via email)

Present: President Natalie Herbermann, VP Rosemary Galiani, Treasurer Mary Alice Kimball, Clerk Linda Dupuis, Nancy Dean, Bill Rodriguez, Rev. DL Helfer.

Call to Order 6:05 PM: Natalie Herbermann

Invocation: Rev. DL Helfer

Treasurer's Report: Mary Alice Kimball. Printed copies are on file with the Board clerk. We made another \$60,000 mortgage payment; we now owe \$100,434. \$60,000 is still pending to be collected from the original campaign. Pledges are coming in well. We will be closing the books for March at the end of the month; by April we should be able to make a projection of how we will end the year.

Staff Reports:

DRE Report: Lee Cowan via e-mail. Printed copy on file with the Board clerk.

Financial Administrator's Report: Sue Rogala via e-mail. Printed copy on file with the Board Clerk

Music Director's Report: Michael Galib via e-mail. Printed copy on file with the Board clerk.

Minister's Report: Rev. DL Helfer via e-mail. Printed copy on file with the Board Clerk.

Updates and staff reports, Rev. DL Helfer

1. Sharing of planning for summer worship:

The worship committee is up and running, planning for summer services on-line; Sky Kimball will assist with technology.

Staff may come back in mid-August to deal with questions of re-opening post Covid.

2. Sharing Suggested Staff Compensation:

There is no functioning personnel committee at the moment. Rev. DL Helfer looked at the UUA website where fair compensation was addressed for all four staff members in a congregation of our size. Michael Galib and Sue Rogala's salaries are where they should be. Lee Cowan's salary may need to be increased. DL Helfer's salary or hours may need to be adjusted. Allotted vacation and study time weren't used for last summer; four weeks are left over; the Finance Committee will pay Rev. DL Helfer in the month of April for the four weeks not used.

Planning for Congregational Vote- 8th Principle

The Social Justice Committee wants to schedule a congregational meeting in April to discuss the 8th principle and, hopefully, vote to adopt. Holding the meeting after a Sunday service instead of coffee hour was suggested. April 18 at 11AM was tentatively scheduled. Natalie Herbermann consulted the bylaws, and confirmed that a special meeting is appropriate. An e-mail notice will be sent to members via email 13 days prior to the meeting (by April 5). A notice can be put on the website and the weekly newsletter. The few members who may not be able to access email will be contacted.

The wording of the 8th principle may be changed at a future time; right now our aim is to take on the idea and spirit of the 8th Principle. We want the whole community to understand what we stand for. Individual congregations will adopt the 8th principle and hopefully the topic will be addressed at the GA in June.

Planning for Eventual Reopening

1. Delegation of Task Force, including staff input, discussion of timing.

Timing (e.g., are small groups eligible to meet offsite before an official reopening)

We use the guidelines from RIDOH, UUA, and CDC sources in making the decision to reopen. We will need a general cleaning of the building prior to reopening.

Rev. DL Helfer reported that the UUA suggested opening up in the fall, provided COVID-19 rates are down in RI. Children may not have been vaccinated by then, but most adults will have been. We can't ask if people have been vaccinated due to privacy concerns. Some people may not be able to receive the vaccine due to health problems. Questions need to be answered such as mask wearing, social distancing, singing during the service. Links to reopening guidelines are included below; we may need a separate meeting to discuss a reopening plan.

Mary Alice Kimball asked about meeting outside during the summer. The possibility of recording the service for people who can't attend was discussed.

A decision was made to address the topic of reopening at the April 21 meeting: staff members will be invited to attend.

2. A link to supportive materials for reopening from UUA and other UU congregations is below:

<https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.uua.org%2Fsafe%2Fpandemics%2Fgathering-guidance&data=04%7C01%7C%7Ca73d7938a3ce47b4523008d8dd9400b3%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C637502975014672340%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6Ikk1haWwiLCJXVCi6Mn0%3D%7C1000&sdata=%2BzaYRpkwGA%2B2hFtjE%2BZaeaY30Bs0Xd%2FFbp%2BAXeoKmKc%3D&reserved=0>

Committee Reorganizing and Vacant BOD seats:

Difficulty of finding volunteers for committee and Board of Directors' positions:

DL Helfer reported that he consulted colleagues about this problem. Suggestions included:

1. Recognize the problem.
2. Shift from committees to task forces.
3. Streamline to clustering of committees.
4. Keep meetings online for people who can't attend live meetings.
5. Committees don't need to meet every month.

The Board members discussed the difficulty in recruiting people to serve on committees and Board of Directors.

Rosemary Galiani asked about the reorganization of committees. Committee positions and two Board of Directors' positions need to be filled. Some committee members want to step down. The Nominating committee has to come up with names before the annual meeting.

Communications Committee: Linda Dupuis reported that the Communications Committee is concerned that some UUCSC policies need updating. They suggested an annual review of policies with updated policies in print form.

Auction update: Mary Alice Kimball showed a screenshot of the auction website items.

Natalie Herbermann asked board members to talk to congregation members about the importance of the 8th Principal.

Adjourn 7:40 PM

The next Board meeting will be: **Wednesday , April 21, 2021 from 6-8PM via Zoom.**

Respectfully submitted,
Linda Dupuis, Clerk