

UUCF Board of Directors Meeting Minutes

Apr. 6, 2021

Call to Order: Apr. 6, 2021, 7 p.m.

Presiding: Mark Magee

Secretary: Meredith Carr

Attendees: Meredith Carr, Rev. Christin Green, Scott Kestner, Matt Higgins, Lydia Lewis, Mark Magee, Susan Bennett, Rich Williams, Darryl Branting, Kaye Cook, Bill Braband, Gina Wells

Absent: None

Welcome: Mark Magee

Spiritual Opening Chalice Reading: Mark Magee

Check-In: All

Minutes: Consent review

Minister's Report: Rev. Christin Green

- Journey of the Heart began on Apr. 1 and there has been positive feedback.
- At the Adult Programming summit, the AP Committee, staff, ministers and lay leaders came to a consensus that we no longer need as much committee structure to have adult programming but rather allow people to develop their own programming and then make sure it speaks to our mission. There is work on developing language that reflects that programs should be inclusive.
- The Easter egg hunt was a huge success.
- The food drive will be on Apr. 11; the May food drive will mark 1 year of food drives.
- Rev. Dr. Rob Hardies will preach on Apr. 18.
- Rev. Christin is interested in starting an emotional CPR program right now, but because of the length of the commitment (12 hours) it would be too much for Zoom so it will wait until it can be done in person. There is a lot of interest in the Pastoral Care Team and other leadership. Rev. Christin has spoken about the program at General Assembly.

Treasurer's Report: Darryl Branting

- Proposed grant for \$2,500 for the UUCF Food Crisis Team.

- Motion to approve made by Scott Kestner, seconded by Susan Bennett, all approved.

Generosity Team: Scott Kestner

- We have about 80 people to cold call who have not made a pledge and the board is available to make contact.
- For in-person Auction events, it is assumed that people will follow safety guidelines from the state, county and CDC.

Discussion of Budget Priorities: All

- Darryl provides information on where our staff salaries are compared to the Unitarian Universalist Association's (UUA) best practices salary guidelines. Almost all are under their suggested range.
- We discuss how much it would add to the budget just to get the minimum.
- It is a priority to bring staff salaries to a fair market value, either by providing raises, but also cutting hours.
- How do we best support our mission and not harm the staff?
- Can we dip into operational reserves as we look for different funding means?

Potomac Partnership: Susan Bennett

- The stories of 100 members across the three congregations will be presented on May 15 at 3 p.m.

Town Hall and Awards: All

- The town hall meeting went well; we were surprised there weren't more questions.
- We need to get moving on the awards for the Annual Meeting. Susan will reach out to social justice and RE. We need to know 1 full week before the Annual Meeting.
- The board needs to start thinking about who should receive the Founders Award.

UU 8th Principle Resolution: Kaye Cook

- The team met with Paula Cole Jones and there will be a workshop with her on May 8 for people to learn more about the UU 8th Principle.
- On Monday the team met with a small group of members who are opposed to the 8th Principle Resolution to hear their questions.
- The board discussed the resolution and if it should be put forward at the Annual Meeting. Included in this discussion was the potential harm to members of color during the discussion if the resolution fails.

- We are reminded that the 8th Principle Resolution came out of congregations and the fact that the UUA is supposed to look at the Seven Principles every so often to make sure they are fully supporting UU congregations and members.
- The board will send a letter to the congregation endorsing the 8th Principle.
- We will have more education and listening sessions.
- We hope that it will be passed during this year's Annual Meeting. This is a shared risk and a cultural statement that is an important step.

Process Observer: Rich Williams

Very good meeting, there was a lot of prep work that helped move us along and people were flexible with the agenda. Rev. Christin's input was helpful. We did go late but the budget priority and 8th principle discussions are important.

Next Meeting: Apr. 20, 2021

Spiritual Observer: Lydia Lewis

Process Observer: Scott Kestner

Adjourned: 9:30 p.m.