

UNITARIAN UNIVERSALIST FELLOWSHIP OF SAN DIEGUITO
BOARD MINUTES
February 19, 2020

Meeting called to order at 1:30 PM.

Present: K Byrnes, VP D Gottdank, D Kiddy, R Macdonald, Rev T Perchlik, Pres. A Schuller,

Absent: J Ballard, L Pratt

Check-in:

January Board minutes were **approved** with inclusion of change in old business on January Minutes “Detention” should read “Retention”.

Agenda additions: ABS; Document Retention Policy is from Sarah Miller, not Rev. Thomas

Shapiro – how to be a better antiracist

Paul Revere Williams Documentary for Racial Justice recommendation from Dale Gottdank (who is an architect). On YouTube from PBS.

RevT: Cornell West’s lecture to general assembly regarding racial diversity (?)

“Mistakes and Miracles” on racial diversity

Discretionary Fund Policy

ACTION: Ask that Jill rewrite the Minister’s Discretionary Fund Policy into proper format. And that references to “Caring Fund” in the text be changed to “Discretionary Fund”. Remove point number 8 regarding distribution to church employees. Remove asterisked comment at bottom of draft. Once Jill has presented the final draft, will vote to approve the final draft before posting.

ACTION: Alana – motion to approve in principle the Discretionary Fund Policy with above recommended changes – Rich 2nded – Passed unanimously.

ACTION: Reverend Thomas recommend that we create a Reserve Fund Policy and Procedure. Additional discussion on needing an official Donation Policy and Procedure. Sarah seconded this and commented on needing these policies in place prior to the planned financial audit. Rich is to ask FC to draft policies/procedures on donation and reserve fund policies. Coordinate with Treasurer.

Review of Committee and Staff Reports

No questions on financial reports and Treasurer's report.

No questions on RE report

No questions on Dream Builders report

Communications Committee Report – Please read the report regarding a change to table set up on Sundays.

ACTION: Documentation Retention Policy – Amend per Jill's request that it be clarified that Personnel document retention be based on 7 years from termination. Sarah will amend wording and pass to Jill for formatting. Will vote on final version next meeting

ACTION: Rich – motion to approve in principle the Documentation Retention Policy with above recommended changes – Alana 2nd – Passed unanimously.

Absentee Voting Policy – Dale will continue to follow up on this.

Thomas is coordinating with UUA on interim appraisal.

Staff Health Insurance Discussion

UUA recommends highest tier of their coverage for employees. We currently cover Alison and Tracey at Bronze level which is basically catastrophic coverage. Looking at options with Kaiser Gold policies either PPO or HMO options

Recommended by UUA that UUFSD pays 80% minister 50% spouse

⇒ \$1300 under Kaiser Gold HMO (currently pay more than this)

Kaiser Gold HMO cons : Staff may have to change doctors. Pulls us out of the group that weakens UUA group so there's an ethical consideration of not participating in our community's health insurance. Weigh this against our costs and benefits for employees.

Alana will find out what higher coverage levels at UUA offers and costs.

Return to this discussion next month.

AB5 law passed 1/1/2020 – affects who is a contractor and who is an employee. Designed to protect gig workers from exploitation, but implications for our congregation. Alysa has recommended a consultation with an employment lawyer she knows in Solana Beach.

Alana proposed that we get this consultation. Sarah agreed that there are funds available. Dana Friedhoff and Robin Sales are tasked with talking with this lawyer.

Remove names from directory

Label entry with Deceased immediately and then removed from congregational directory 30 days later.

If co-listed with partner, speak to widow/er about the policy and ask what they would prefer regarding removing or modifying information about deceased in their (the widow/er's) listing.

Music Director's Salary Discussion

Agreed that for 20 hrs/week offer \$22,250 - \$31,700 based on experience and skill (following UUA guidelines).

Signing Bonus Donations

Committee would like to hold on to the surplus donations to the original ask to aid in their negotiations.

The original ask stated that surplus would go to general fund. BUT. The donors have specified that their donations be used for that purpose only.

Alana to tell Settled Search Committee that they can use the money if there is any surplus, and the committee must go to donors from whom the funds were given and ask where they want their surplus to go: GF? Minister's Discretionary Fund? Other?

Alana will talk with Mark Tuller to agree that excess donations either be returned to donors or used for GF or Minister's discretionary fund.

Executive Session

There was an Executive Session held between 3:00-4:35 PM.

End of Report