

UUFSD Board Meeting Minutes March 18, 2020

Board Meeting began at 1:00 PM via ZOOM online platform

Present: J Ballard, K Byrnes, VP D Gottdank, D Kiddy, R Macdonald, Rev T Perchlik, L Giannelli Pratt, Pres. A Schuller, Treasurer S Miller

Absent: none

Guests: A Braun

ACTION: Board voted to approve February Board Minutes unanimously.

Old Business:

1. Absentee Ballot Envelopes (Dale)

May need to expand Absentee Ballot envelopes so that they can vote on the new minister. Encourage people to review the tape of the minister before they vote.

Dale said that the cost of stamps would be the basic cost since we have 500 standard mailing envelopes and return envelopes and only need about 200 more. Three envelopes: 1) Outside envelope to send; 2) Second envelope would have a place where they can sign their name; 3) Third envelope to put the voting slip inside.

ACTION: Alana will ask Tracey if it would be beneficial to get the post office inner envelope. That way we would not pay for stamps that are not used.

ACTION: Dale will follow up with this.

2. Vote to approve Policy 180 (Ministers' Discretionary Fund) & Policy 170 (Document Retention)

ACTION: Board voted and passed unanimously

3. Time, location and meal decisions for 4/27 meeting with Minister Candidate

ACTION: Board agreed to host a lunch.

Review Committee, Treasury, and Staff Reports

1. Treasurer- question about where in the budget we charge the Interim Minister committee costs. That was not made clear. NOTE: The individual committees will offer to pay for any hosting fees for the Settled Minister meetings.

ACTION: Alana will speak with Livia to be sure committees know they need to cover their own costs.

ACTION: Installation of Minister costs need to be in the budget. Sarah will speak with Glen Bowden about where to find those costs.

2. Personnel Committee- Job descriptions for Music Director need to be approved. Someone needs to be selected and ready to start September 1, 2020.
3. Religious Education- Discussion about whether to continue to pay part-time instructors. Vote about whether or not pay up through May.
ACTION: Passed unanimously to pay through May.
4. Stewardship Committee- This will be very challenging for everyone. How do we keep ourselves afloat and pay our bills?
ACTION: Rich and the Stewardship Committee will look to see if there are loans, or other creative fundraising ideas.
5. Al Braun- This is a proposed covenant where we are asking new members to think about being a member in a broader way to strengthen on the culture of the congregation and volunteerism.
DISCUSSION: This needs to be reviewed by people in the congregation who are not currently the leaders and key volunteers. He will reach out to about 25 people and see what they think about this idea. He will return with the outcome by the April Board Meeting.
ACTION: Al will come up with the process for outreach and clear it with Rev Thomas.

New Business

1. Reviewed Health Insurance Benefits (Dale) and spoke with Ryan Loucht at 3:00. Board needs to vote on approving new benefit plan for staff to go into effect 8/1/20.
 Ryan works with Church West and was referred by First UU.
 Ryan explained 70% of the employees need to be on the same policy, but that can be any of the California Choice. If the employee wants a higher plan, then they can pay the extra.
 If we offered to pay the 100% premium for California Choice #3, then employees could add more of their own money to increase their plan. There may be a way to help Alison keep her doctors.
ACTION: Dale will speak with Ryan to get a breakdown per employee for California Choice #3 (the Kaiser Plan) and work out numbers then present it to the Board next week.
ACTION: Board reconvenes at 3:00 PM Wednesday, March 25th. Set up ZOOM Meeting.
2. Set up extra board meeting date in May for creating budget.
 We have until the June Congregational Meeting until we need to share the budget. The next meeting will be on May 13th at 3:00 PM.

Meeting ended at 3:00 PM.