

Board Meeting 04-25-2024

Beginning of the meeting was accidentally not recorded.

From David Nelson's notes:

Chime and Chalice lighting – Michael Jennings

Opening words -

1. Approval of Mar 28, 2024 Board minutes – Michael Jennings

Minutes were approved, Heidi moved and David seconded. All in favor, No changes

2. Review of tonight's agenda, additions, and modifications – Michael Jennings

3. Thank You messages

Thank you sent to buildings and grounds for outdoor workday on

4. Reports:

a. Treasurer – Sue Engels

Sue gave a complete report and Archie discussed the current status of the capital campaign.

We identified that in 2025 we need to run a new capital campaign to pay off the mortgage.

From Board meeting recording:

Discussion of whether UUCP needs to hire a substitute for Ginger's position while she recovers; consensus is that everything necessary is getting done and there is currently no need for a substitute.

Playground update: Waiting for gravel to be dug out (this is hired out) and then construction of the fence and playground can proceed.

Board meetings will now be in the RE Art room.

Security system update: Ryan did a lot of research and purchased a system that does everything UUCP needs including meeting the set budget. There may be additional costs for wiring, but these should be small.

ADA button update: Ryan hired Will Fontaine to move the key switches for the ADA buttons to the outside walls near the outside ADA buttons at both the South and West entrances. There is minor cosmetic work needed to finish this. Fisher Systems replaced the defective split ADA button in the foyer (South entrance, between the two sets of doors).

Ryan & Will Fontaine fixed the water leak (drain problem) at the South entrance. There is mold inside the West "pillar" but that is outside the building envelope and vents outside; waiting to see what happens when everything dries out before taking any further action.

Discussion of Board "Retreat" discussion groups, and spreadsheet of ideas & priorities from those groups; highest priorities are nurturing volunteerism and building communication and relationships between the Board and the Congregation.

Judy Meuth motioned for a Task Force (Judy Meuth, Kat Clancy, & Rev. Elizabeth) to make a decision about a job description, pay rate, hours (5 hrs/week suggested), and funding source for a paid position on volunteerism and leadership development. New position could be the same person as Adult Programs Coordinator/Building Manager, or someone separate.

Motion seconded and passed unanimously.

With Volunteerism being handed off to the Task Force and the new paid position, at the next meeting the Board will focus on the other ideas on the spreadsheet, primarily community & communications.

November and December Board meetings will need to move to new dates due to conflict with holidays with new meeting dates to be decided as the dates get closer; Judy Meuth will send out a Doodle Poll for availability of Board members.

Update on hiring new Adult Programs Coordinator: the hiring committee (Rev. Elizabeth, Ginger Yoder, Rodney Frey, and Alexandra Broughton-Blood) will meet soon to put together a job description. The goal is to hire someone by mid-June so there will be overlap with Ryan.

Update on hiring new Building Manager: Buildings & Grounds is the hiring committee; they have some names in mind (including Roger Shattuck, who was the manager for construction of the building addition) but if none of those pan out they will start advertising. Bill Styer declined the position. "Event Host" part of the job description probably needs to be changed to something like "Act as Event Host, or find another trained Event Host" to allow them more flexibility.

Unemployment Insurance: Michael Jennings is in touch with the UUA Compensation Team and will keep gathering information with help from [Suzanne Seigneur](#). Three basic options: Pay for the State of Idaho Unemployment Insurance; look for a private unemployment insurance option; create a fund within UUCP to cover employees.

Discussion of the role of the Board relative to Committees: Consensus is that people who want to can create a committee, create a charter, and ask the Board for approval; it is not the Board's responsibility to create committees, oversee them, or fill vacancies on them.

Board Liaisons to Committees - used to be in place to facilitate communication between Committees and the Board; Board members did not have to attend meetings but were the designated contact person for their committee(s). Most currently active committees already have someone involved on the Board, so this is not really an issue.

June Newsletter article: Judy Meuth
July Newsletter article: Judy LaLonde

May opening & closing words: Kat Clancy

Next meeting: May 23

Michael Jennings will be unable to attend the June meeting; this will be addressed at the May meeting.

Closing words: [Tom Salsbury](#)

Summary for Newsletter:

Playground: Waiting for gravel to be dug out, then installation of the fence and playground will commence.

Security System: Ryan researched and purchased a camera system that will be installed soon.

ADA Buttons: Keyhole switches have been moved to the outside near the ADA buttons to improve access.

A task force was created to propose language and specifics for adding volunteer management and leadership development responsibilities to the Adult Programs Director position.

Hiring committees are moving forward on finding a new Building Manager and Adult Programs Coordinator.

[Michael Jennings](#) & Suzanne Seigneur are continuing to gather information on options for offering Unemployment Insurance to UUCP staff.

Discussion of the role of the Board relative to Committees: Consensus is that people who want to can create a committee, create a charter, and ask the Board for approval; it is not the Board's responsibility to create committees, oversee them, or fill vacancies on them.

Next Board meeting will be at 7:00 pm on May 23, in the RE Art Room and on Zoom.