First Unitarian Board Meeting

January 20, 2024 - 10AM-12PM

Virtual: https://uuma.zoom.us/j/93108797097

AGENDA

Board Members: Rev. Angela Herrera (ex-officio member), Dámaris Donado (President), Bill Slakey (VP), EmmaLia Mariner (Secretary), Carla Williams, Joyce Etheridge, Chris Mayo, Maya Stephenson

Guest: Rev. Bob LaVallee
Absent: Sally New, Aroop Mangalik

CHALICE LIGHTING

- Volunteer for chalice reading.
- Volunteer to light the chalice.

By Oberlin UU Fellowship

We light this chalice to find inner peace,
love for each other, and faith in ourselves.
Also, to be welcoming to whomever we meet
and kind to all living creatures. So gather around
this light of hope as we share this time together.

Read Board Covenant Aloud **Board Covenant 2023**

1. **Approving the Minutes**
    a. Motion to Approve: Joyce

    b. Second: Chris

    c. All in Favor: All

2. **Consent Agenda**
    - **a.** Executive Staff Report:
        - i. Tutors were concerned about the play structure changes. There was some miscommunication about that project, so Rev. Angela clarified what the plan is.
        - ii. Joyce- really makes a difference to have social environments for staff to build comraderie. Weekly lunches, retreats.
        - iii. Tech Arts director revamp of the role. Request to expand on the details?
            1. When we have a position that frequently turns over, there is something wrong with the role. That role was created when we were managing Zoom, but when we returned to in-person, we had to return to managing the complex sound system in the sanctuary. We hired several sound engineers, but they did not have strengths in volunteer management. The volunteers feel like they don't have a leader, and they are wanting standards to be created. Now looking for someone who can provide technical support and problem solving, but is more of a manager of people. This will be a paid position. We are looking for the right person, but this is a role that needs to be filled immediately. It is heartbreaking when we do a service, and people on Zoom do not get any sound or people in the service cannot hear.
    - **b.** Staff Reports (Laira)
        - i. Membership count is 725– this is another drop in our membership. Last year was around 750, 740.

ii. Dámaris: When I was doing my research for the president report, one of the findings of the survey was that there is an overall drop in membership.
iii. 35-55 group starting. Carla: that is a gap, so it is exciting that this group is forming.

3. **Close the Gap Sunday (January 28th)**
    a. One more chance to close the pledge gap before the annual meeting.
    b. Need volunteers to tally pledges. From the board– to add up the pledges that come in during the service. Then tell Rev. Angela and Rev. Bob, so that they can announce the amount that they have raised. Need 2-3 volunteers for each service.
        i. 11 service: Chris, Maya. May ask non-board member for backup and support.
        ii. 9am in person: Bill
        iii. Zoom 9am: Carla

4. **Budget Report/Pledges**
    a. Kudos to Bryan for his work with the budget.
    b. Notes:
        i. Pledge income was down.
        ii. PPP loan forgiveness.
        iii. Total operating income has increased.
        iv. Costs are up 12%.
        v. The only increase for 2024 is that Miguel & Bryan are now eligible for pensions.
        vi. Competive salaries. We are fairly low compared to other UU organizations.
        vii. Last update was over 100k deficit.

c. Joyce will forward the email from Bryan that details budget trends.

5. **Town Hall Meeting**
    a. Saturday, January 20 at 1pm at church.
    b. Zoom Meeting ID: 168 223 701
    c. This is to answer questions about this year's budget. Prevents the annual meeting from being bogged down.
    d. Dámaris: Note to visit the budget meeting notes from earlier this month.
    e. Bill: coordinating with Bryan to call some folks for pledging, but it won't be a huge bump. Chris: I am happy to make more calls, please send some to me.

6. **Annual Meeting Preparation**
    a. January 28th at 2pm (Hybrid)
    Sanctuary & Zoom Meeting ID: 168 223 701

    Volunteers Needed:

    b. IN-PERSON Paper Voting for Change for the Future
    c. IN-PERSON Quorum Count
    d. ZOOM Menti Vote
    e. IN-PERSON Vote Count [IF Needed; otherwise voice vote]
    f. ?? Paper voting for on-line vote??
    g. Minutes: EmmaLia
    h. Bob: We are in pretty good shape from the technical side. We are pretty practiced in hosting hybrid meetings.
    i. Managing possible disruptions:
        i. Have de-escalators in the meeting ready to collaboratively manage any intentional disruptions.
        ii. Chris and Carla will be available to step outside with a disruptor, will coordinate with Rev Bob. This will be communicated to/coordinated with Michael; Dámaris will start an email chain.
        iii. We will also need a Plan B for if people are not leaving, not amiable to de-escalation.
            1. Moderator- we will take a break, reconvene after 15, 30 minutes.
                a. May allow them to speak for several minutes, then redirect back to the meetings.
            2. Reschedule is last resort, but a known option.

7. **Senior Minister Review Conversation**
    a. Angela sent a report for the board to read ahead of time.
    b. Board will go into executive session to discuss the Senior Minister's performance in 2023 and goals for 2024.

8. **Board Dinner & Retreat**
    a. New dates confirmed for Feb. 23 (6-8pm) and Feb. 24 (9am-3pm)