

4/18/2019 Board Meeting Minutes, Recorded by Andy Crabb

Attendees –

Louisa Berger - Treasurer

Andy Crabb - President

Gene Pusateri

Tom Beck

Brian Konya

Marguerite Felice - Secretary

Rev. Joseph Boyd - Minister

Diana Shaheen – Guest

- The covenant was read and check in completed.
- The consent agenda, consisting of the Minister's Report, Treasurer's Report, and Previous Minutes were reviewed and approved unanimously.
- Unfinished Business
 - Sanctuary Railing – Louisa and Gene have both spoken with David Jones. He said he is anxious to finish the project, but had been waiting for warmer weather so that his shop is ready to support the work. No vote currently required.
 - Architectural review – On Saturday, May 11, 2019 at 10am, the architect will be at UUYO to meet with interested parties. Visitors are welcome. No vote currently required.
 - Draft job descriptions –
 - Louisa provided relevant information
 - UUA guidelines for Religious Educator, RE Coordinator, Director of Finance and Operations, Business Administrator, and Congregation Administrator
 - Current UUYO personnel policy
 - Stated that UUYO should have a personnel manual
 - Stated that our employee handbook can not be found in the files
 - Asked if we want to allow members to apply for paid positions
 - Asked for help working on these items
 - Discussed facility manager responsibility and sexton role, noted that UUA guidelines indicated hourly rate for custodian would be \$12.24/hour.
 - Suggestion was made to focus on finding new Director of Religious Education first, starting with Becky's current contract and job description.
 - Diana Shaheen offered to help, Gene Pusateri offered to review contracts
 - No vote currently required.
 - Flag Pole and Electronic Sign – Tom Beck discussed his findings, suggestion was made to incorporate this concept with architectural review discussion for consistency. No vote currently required.
 - Richard Brown Food Pantry – Tom Beck reported that there is not a rush to do anything. RB plans to continue to host the food pantry at RB even if the facility is rented out to a

tenant. Suggestion was made to ask for interested parties who might want to help with the Food Pantry to gauge interest at UUYO in participating in this ministry.

- Thank UUs
 - Kathy Kajut and Jan Elias for the Scrabble Tournament
 - Louisa Berger for hosting a meeting at her house
 - Linda Mohn for guiding the hospitality teams and the recent Seder
 - Jim Rak, Randy Cox, and Jim Rogers for participating in a meeting
 - John Gulgas for his service on the Board
- New Business
 - John Gulgas Resignation from the Board – It was noted that at least three individuals had contacted John to ask him to reconsider and he declined.
 - John's position and Mindi's position are now open for the remainder of 2019 and need to be filled.
 - Diana Shaheen indicated a desire to serve on the Board if asked.
 - Three other names were suggested and the Board requested that Andy Crabb speak to the suggested people and find their interest in serving on the Board for the remainder of 2019 on 4/21 or as soon as possible thereafter.
 - Religious Education
 - There is a need to replace Becky as DRE since she has resigned effective 6/30/2019.
 - Karen Lapidus suggested a place to post our opening on a national RE site.
 - We will announce at the service and post in order of service and weekly update that the position is open.
 - Rev. Joseph noted that Akron wants a full time DRE, and he had spoken to the Akron minister to "co-search", so that if we get someone asking about full-time DRE we will refer them to Akron and if they get someone wanting part-time DRE they will send them to us.
 - Andy will prepare a brief posting paragraph to be used in OOS, weekly update, and job board
 - WYSU –
 - We have enough money for 2 spots per week for 20 weeks, plan is to start in May and go through September.
 - Discussion was held regarding whether we are hearing that WYSU is effective and anecdotally it seems to be with members and guests both citing hearing about us on WYSU.
 - Discussion also covered considering other options, such as billboards, social media, and other methods of communicating with potential new members.
 - No vote currently required.
 - Other New Business
 - Diana Shaheen asked what policies are in place to inform Board decisions when difficult decisions are required in the future regarding member participation
 - There was a discussion of plans being put into place for defining a Safe Congregation Policy consistent with UUA guidelines. Diana noted that Safety and Love are sometimes in conflict.

- Diana asked about policies about photographing children and why Jeanne Tucker was asked to leave the care committee.
 - Regarding photos, the current position of photographing children is to default to not doing this without permission from the parent(s).
 - Regarding Jeanne and the care committee, Rev. Joseph said he would be happy to speak to Jeanne if she wants to discuss it.
- Diana asked about committees vs teams
 - Committees report to the Board
 - Teams report to the minister
- Diana asked about Frack Free operating under the Environmental Justice Ministry and thus not having a charge for using the building and this was confirmed.
- No vote is currently required.
- Recent meeting with a member regarding participation at UUYO
 - The Board agreed unanimously that Andy would send a letter on behalf of the Board acknowledging full membership to the member.
- Picnic – Louisa Berger stated that Crandall Park is available, but the Board decided to instead combine the picnic event with the Cupola Celebration scheduled for June 1, 2019 to be held at UUYO in the evening. No liquor permit will be requested since the event will be by invitation and liquor will not be sold.
- Mosquito Lake – Randy Cox reserved a facility at Mosquito Lake on June 5, 2019 for a fun day for the congregation.
- Spring Fling – May 3, 2019 is planned
- The Board voted unanimously to accept Diana Shaheen to fill one of the available Board positions and Diana accepted.
- The Board voted unanimously to enter executive session to discuss Rev. Joseph’s Contract scheduled for July 1, 2019 and subsequently voted unanimously to add 15 minutes to the meeting duration.
 - Andy circulated a draft contract for Board members and Rev. Joseph to review that is based on the UUA suggested contract for settled ministers.
 - An executive Board Meeting was planned for May 2, 2019 at 6pm to discuss the contract terms in detail, noting that the Board may ask Rev. Joseph to be excused during part of the meeting.
- The Board voted unanimously to exit the executive session.
- Roles for the May Board Meeting were assigned
 - Facilitator – Gene Pusateri
 - Notes – Marguerite Felice
 - Process Observer – Louisa Berger
 - Time Keeper – Diana Shaheen
 - Thank UUs – Brian Konya
 - Bits from the Board – Tom Beck
 - The Board voted unanimously to close the meeting