

## UUYO Board meeting minutes

March 7, 2019

Present :Andy Crabb, Tom Beck, Louisa Berger, Gene Pusateri, John Gulgas, Marguerite Felice, Joseph Boyd

Time called to order: 6:05 pm

Reading of the covenant & check in.

Roles for the meeting:

Facilitator : Gene Pusateri

Minutes: Marguerite Felice

Process Observer: Andy Crabb

Thank UU'S : Brian Konya

Bits for the Board: Louisa Berger

The Ministers' report, February minutes, board retreat minutes & revised treasurer's report for January, & February's treasurer reports were approved by all.

Rev. Joseph announced UUYO will be hosting a Freedom Seder along with Ohev Tzedek, St. John's Episcopal Church and ? on Thursday, April 4<sup>th</sup>. Interestingly, the first Freedom Seder was held April 4<sup>th</sup>, 1969, on the one year anniversary of MLK's assassination.

### **Cupola:**

The installation of the cupola was discussed. Andy Crabb asked if we should withhold part of the payment until the lawn repairs were completed in the spring. After discussion it was agreed the company was reputable. A motion to send payment in full was made by John Gulgas and approved. Some roof maintenance issues were noted by & Adolph & Sons proposed repairs.

Andy Crabb has begun to explore lighting options for the cupola. He & Tom Beck will come up with proposals. Tom Beck noted the lighting needs to be installed by the cupola dedication date, which has not been determined yet, probably June. A permit for cupola sound needs to be submitted to the city zoning department.

### **Sanctuary Railing:**

Rev. Joseph said he has not heard back from David Jones about installing the railing in the sanctuary. He has the materials, which were purchased by Ralph Malmer, several months ago. Gene Pusateri will contact him. All agreed the railing is long overdue.

### **Sanctuary Architectural Review:**

Sarah Lown sent Andy Crabb a report. A timeline has been established to complete review. Abby Partika is the architect.

### **Job Descriptions**

Louisa Berger and Brain Konya worked on draft job description for the sexton. Louisa proposed we consider splitting the position into a sexton & assistant sexton and she submitted daft job descriptions for both.. Randy Cox expressed interest in the sexton position, Marguerite noted Roger Lafontaine may be interested in the assistant sexton post.

Louisa also submitted a proposed website manager job description. She also reported Randy Cox has experience with WordPress and volunteered to manage website in exchange for learning about Quickbooks from office staff.

In more job news, Greg Dahl said he will continue to do sound & sound editing for our podcast. We discussed a drafting job description for a videographer.

Andy Crabb proposed we review the job description details, including salaries and UUA guidelines as a board through emails.

### **THANK UU'S**

Molly Toth  
Lindsay Sinkovich  
Jeff Crouse  
Ashleigh Davis  
Deb Cunningham

Mindi Raley  
Sarah Lowry  
Lizbeth White  
Gary Davenport  
Sarah Lowry

Linda Mohn  
Becky Harker  
Karen Lapidus

### **NEW BUSINESS**

**Mindi Raley** has resigned from the board. Rev. Joseph proposed Kory Gall. Tom Beck noted there are currently only 2 female board members. Marguerite Felice proposed Audra Carlson and it was agreed she would contact Audra to see if she would consider filling out the remainder of Mindi's term.

**RE Director Becky Harker** has submitted her resignation effective at the end of June. We discussed how to inform the congregation. Rev. Joseph will ask Becky if she wants to tell the congregation herself from the pulpit on March 24 as well as sharing her resignation letter with the congregation.

In related RE news:

Louisa Berger informed the board that an anonymous donor has pledged to pay the pledge of the Bechtel family. Three of her children attend the RE program. Furthermore the family has found themselves in serious financial difficulties. A discussion ensued about whether to ask them for a bill we would pay or just using the minister's discretionary fund to help them out. The later was decided as the best course of action. They also have a Go Fund Me page.

### **Administrative Support**

Heather Best submitted a letter of resignation which was rescinded after speaking with Andy Crabb & Rev. Joseph, who affirmed their support for her and the board backs her up regarding the ongoing issue of late submissions for the Order of Service and monthly newsletter. It was again discussed the worship associates and others need to respect the deadlines in place. Also the hiring of a sexton will take some work off her plate. Having volunteers who are trained in VANCO . Andy made the suggestion we hire a professional bookkeeper. Louisa said she would approach Devon Cleland.

### **Proposed flagpole & electronic sign**

Tom Beck proposed we expand our flags & banners to reflect our principles, in conjunction with the American flag, are the underlying principles of our country. Three flagpoles with rotating flags was

discussed. A general discussion about electronic signs included a discussion of excessive light pollution, sign size, messages. Further review & exploration of the options will be made.

#### **Richard Brown UMC Food Pantry move to UUYO request;**

This pantry will close this summer when the church merges. The pros such as being a visible presence on the northside, collaboration possibilities with other Elm St churches, fulfilling an ongoing need. Cons were the aging population of the church, both theirs and ours, the amount of volunteers time and space hosting a food pantry would require. Tom Beck, who has quite a bit of experience with food pantries, will discuss the options with Greg at Richard Brown.

#### **PARKING LOTS**

Andy Crabb had a very brief meeting with Gary Frost who is leasing the two empty buildings across the street about parking lot access. Nothing as achieved as Gary became upset per Andy and walked out of the meeting within 5 minutes.

#### **CAPITAL IMPROVEMENT PLANNING**

Gene Pusateri talked to us about the history of the endowment fund over 20 years ago. From a \$ 40,000 start funded mostly by estate bequests, the current fund stands at 380,000 plus. The current members of the endowment committee are Lowell Satre, Gene Pusateri & Marty O'Leary. Our bylaws state any needs over 5,0000 must be approved the congregation.

A current capital improvement project is the sanctuary architectural review & redesign. Future long term projects should be discussed by the board.

### **NEW BUSINESS**

#### **WYSU Underwriting**

\$138 is left in our underwriting campaign. Our underwriting is slated to end about the same time WYSU begins it spring fund drive. It was decide that a appeal to our members to funnel their WYSU pledges through the church for ads on the station has been successful and will be made again. Ton Beck will write the copy for the newsletter.

IN related news, UUYO website now has the capacity to earmark donations for specific fund categories and accept payments through Give Now.

#### **Church Insurance.**

Our insurance provider, GuideOne , has upped our premium. Louisa Berger has spoken with Church Mutual and received a lower premium. They require a written sexual misconduct policy. Louisa came up with a draft policy. UUA has Safe Sanctuaries policies that will be consulted.

#### **Church Security**

Rev. Joseph said there is a church security conference being held in Pittsburg April 13<sup>th</sup>. Brian Konya & Tom Beck agreed to attend. We discussed having a panic button for the greeters to wear, which will contact the police when activated.

Adjournment 8:06pm