

April 2, 2023

Minutes of UUCS Board of Trustees Meeting

Present: President Sherry Robinson, Treasurer Janet Murphy, Secretary Susie Cole, Interim Minister Samuel Schaal, Trustees Emily Whitmore and Liz Thomas. Absent: Vice President Brooke Gaunt and Trustee David King. Also present: Mary Ellen Baker, Assistant Treasurer.

The meeting was called to order at 12:42 p.m. Rev. Sam lit the candle and reflected on the fact that we cannot fix the world all at once, but we can do it a piece at a time.

Consent Agenda:

The Consent Agenda consisted of the March 5, 2023, Minutes, and the April President's Report, Minister's Report, and Treasurer's Report. The Consent Agenda was approved.

Updates/Reports:

Ministerial Search Committee: Brent Garrett updated the Board on the next steps of the search for a new minister. Since we did not find a match in the first round, we now await new applicants in the second round starting April 15. Christina knows of at least one candidate who will put in an application. Any applicants we get will be new to us. Brent is concerned about the timing with our diminished attendance numbers in the summer. The Board suggested we could do quite a bit of the candidating via Zoom. Brent suggested the Board start considering what happens if we have no minister from the second phase. Other possibilities could be a developmental minister who could serve from one to five years and possibly become a called minister. Another possibility is a contract minister who would serve for a shorter term and is usually not as experienced as a developmental minister. Sherry and someone from the MSC will talk to Christina about the possibilities. We had candidates who said 'no' to us and ones where we said, 'not a fit.'

Minister Emeritus Process: Susie adapted the previous report to the Board to be directed to the church members. The report with the recommendation to approve emeritus status for Rev. Terry Sims will be sent out to members through our email system during the second and third weeks of April. Then, the ballot to vote on the proposition will go out the week of April 24, with voting completed by April 29.

Name Change: Sherry held an informational meeting with the Women's Group and will be meeting with the Men's Group on April 11 to consider changing the name of the Unitarian Universalist Church of Surprise. Further meetings will be held with others in the congregation during April. So far, people have been receptive to changing the name.

Trans Inclusion Acceptance: Emily has received comments from one person who is strongly against and another against changing the bathroom signage to be more trans inclusive. Five people have given comments in favor. Since it seems to be a polarizing issue right now, we will slow the process a bit to broaden the issue and pivot the strategy to be more educational. It would include terminology, flags, and possible use of the Transinclusion Class to help broaden people's understanding and get more participation. Mary Ellen said the Rainbow Festival will be held at Heritage Square in downtown Phoenix at the end of April. She will get information to Sam for inclusion in the weekly announcements and pulpit announcements. The Pride Parade will be October 22. Mary Ellen felt our congregational participation in the parade is worthwhile, but not necessarily the Pride Festival in the park.

Safety and Security – Active Shooter Trng: As Liz has researched security, she said we need to back up and broaden the topic beyond just active shooter. There are all sorts of safety issues such as missing child, natural disaster, first aid and AED training, among others. We need a Security Team that includes the minister, director of family ministry, a Board member, member of the Safe Congregation Team and someone who knows how to communicate with the congregation. Liz is still working on getting active shooter training and looking into ALICE (Alert, Lockdown, Inform, Counter, and Evaluate) through UUA. Sherry is working with Matt on safety camera placement. We will be able to download the cameras via software to a computer in the social hall so all cameras can be monitored during services. We need to be vigilant in locking the doors once the service has started. Liz's next step is to get a committee together.

The Native American Connection: Prior to the meeting, Sherry sent out Julie and Rick Wambach's notes about the Native American Connection's new project, HomeBase, and the partnership possibility with UUCS. Rick will talk about the project at the April 9 service. The following week, Michael, the Director of HomeBase, and Edison, Director of Volunteer Services, will speak. We will also share the plate with HomeBase on April 23rd. In the meantime, Jeff London has been soliciting businesses for donations of personal hygiene items for residents new to HomeBase.

Discussion/Decision:

Building and Grounds – Irrigation Repair/Replace: Sherry and David Moore, Chair of the irrigation project, met with Lucio and toured the grounds. Lucio is proposing we change our irrigation system to only water those trees and plants that need it. We do not need to bring water to the hardy drought tolerant ones. We will get a couple of bids to do the project using PVC pipes, hoping they will come in under \$10,000. We are tabling the painting project for now.

Investment Committee: Bill Hughes has agreed to chair the Investment Committee. The March 31 figures for the Fidelity Endowment Account and the Fidelity Unrestricted Savings Account each are about \$32,000 above December 31, 2022. However, from March 2022 to March 2023, the Endowment Account is just above even, and the Fidelity Saving Account is still down almost \$26,000.

New Business:

Finances – How the Treasury is structured: Prior to the meeting, Jan Murphy sent out a report prepared by her and Mary Ellen Baker detailing the duties of all involved in the processes of receiving and disbursing funds. Mary Ellen answered questions about the checks and balances. They are going to put the process for requesting checks online so they can be filled out and submitted via computer.

Next board meeting: The next board meeting will be May ?.

The meeting was adjourned at 2:52 p.m.

Respectfully submitted,

Susan Cole, Secretary