

Minutes, UUFLG Board of Trustees Meeting, May 19, 2016

This meeting of the UUFLG Board of Trustees was called to order at 7:04 p.m. at UUFLG.

Present:

Jim Beebe (president)
Lynn Golbetz (interim vice president/incoming secretary)
Ann Campbell (treasurer)
Linda Osborne (incoming member at large)
Rev. Fa Jun
Sarah Ditzler (DRE)

The board adopted the agenda as modified for this meeting and the minutes for the meeting of April 21, 2016.

Employment

Ann reported that Lance Jacobson is very interested in serving in the paid administrator position.

The board voted to extend an offer to Lance Jacobson to work as part-time administrator for six hours per week, as laid out in the budget and the job description presented last month.

The admin reports to the treasurer. Rev. Fa Jun suggested regular check-ins to avoid overload. Sarah suggested regular staff meetings, which could also potentially include staff/curriculum development. The board agreed this was an excellent idea. Ann and Sarah will work on scheduling these meetings.

The board voted to adopt a policy of holding quarterly staff meetings for everyone employed by or supervising an employee of the Fellowship.

Minister

Ann reported that some members would prefer settling rather than ordaining Rev. Fa Jun. This would be a relationship between him and the Fellowship rather than with the UUA. Fellowship bylaws provide that a settled minister must be in fellowship or preliminary fellowship with the UUA. Therefore, a congregational vote would be required to amend the bylaws as well as to settle Rev. Fa Jun.

A town hall meeting is scheduled for June 5 from 12:00 to 1:00 to discuss matters of ordination and/or settlement. To facilitate the discussion, Jim agreed to draft a description of the ramifications of settlement vs. ordination and get it to Lynn within one week.

Rev. Fa Jun would like to have a Committee on Ministry for advice and support. The bylaws provide for a Committee on Shared Ministry.

Governance

As the bylaws would need amendment for us to settle Rev. Fa Jun, Lynn recommended taking this opportunity to review them overall and see if any further changes would be advisable, now that we have had several years of experience with them. She will undertake an initial review and report back to the board.

Lynn reported that Lance noted that the nondiscrimination policy adopted last month refers to UUFLG as a Welcoming Congregation, which we are officially not until so approved by the UUA.

The board voted to modify the nondiscrimination policy to delete the initial words "As a Welcoming Congregation." The policy now reads as follows:

Statement of Inclusion

The Unitarian Universalist Fellowship of Los Gatos invites everyone into our community, without regard to race, gender, age, color, national origin, ethnic background, socioeconomic status, marital status, disability, sexual orientation, or gender identity.

The board discussed the duties of the trustee at large. These are outlined in the report of the business meeting of May 19, 2013, which amended the bylaws to create this position. That amendment reads as follows: "The Trustee at Large shall facilitate bidirectional transfer of information and questions between the Board of Trustees and the congregation's committees and groups." Lynn will send Linda a list of the committee chairs.

The board approved the minutes of the May 15 business meeting, with typographical corrections.

Ann will add Tim and Linda to the board Google group.

Safe Congregation

Jim has not yet followed up with Rev. Fa Jun or the individual involved in the safe congregation issue raised last month. That individual has not been attending services.

Board members offered comments on the draft policy amendments Lynn circulated. They will send further comments, and Lynn will revise the draft for next month.

Gardener

A job description has been prepared. It was noted that gas leafblowers are illegal in Los Gatos, so the gardener would need to use either an electric blower or a broom. Lance is following up on identifying and contracting with a gardener and figuring out the leafblower issue.

Communication

The board discussed holding a staff development workshop on skilled, emotionally intelligent communication. This will tentatively take place in August. If it works well, we might consider doing it annually, and/or with other congregations, to further our connections and outreach.

Photo Release

The board discussed the draft photo release previously circulated. It was considered to be too strong. Sarah proposes drafting something milder and including it in the annual RE registration form. An "opt out" system was also mentioned.

Lynn agreed to research the legality of using pictures taken in public settings.

Finance

Ann indicated that the fellowship is still on track to finish the year with approximately a \$3,000 surplus.

Ann also reported that the roof is showing clear signs of leakage. She will be meeting with Finance Committee members to develop a strategy for funding a replacement, possibly via a capital campaign. The potential of adding solar panels was mentioned. It is hoped that a new roof would cost less than \$40,000.

RE

Ref. Fa Jun noted that the main kid-attractive events each year are Dia de los Muertos, winter solstice, the blessing of the animals, Easter, and May Day. The Maypole has been extremely popular.

Sarah will be sending out a regular RE newsletter. She will also attend board meetings regularly, reviewing monthly highlights, and submit a quarterly report.

There will be a curriculum meeting on 5/29 after service.

The meeting was adjourned at 9:05 p.m.

The next meeting of the board will be held at 7:00 on Thursday, June 16, at UUFLG.

Respectfully submitted,
Lynn Golbetz (Acting Secretary)

Motions Approved

The board voted to extend an offer to Lance Jacobson to work as part-time administrator for six hours per week, as laid out in the budget and the job description presented last month.

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Action Items

All: Send Lynn any comments on draft amendments to safe congregation policy
Ann: Add Tim & Linda to board Google group
Ann & Sarah: Schedule quarterly staff meetings
Fa Jun: Check potential dates for communication workshop
Jim: Draft description of ramifications of settlement vs. ordination and get it to Lynn within one week
Discuss safe congregation issues with Rev. Fa Jun
Notify Lance that we are still researching the photo release question
Lynn: Notify Lance to add revised nondiscrimination policy to UUFLG website
Notify Lance of typographical corrections in business meeting minutes
Revise safe congregation draft language per comments received and submit to board for June
Do initial review of bylaws to ascertain if any amendments would be useful; incorporate amendment from 5/19/13 business meeting and any other past amendments
Research legal issues of using pictures taken in public settings.

Someday/Maybe

Establish Committee on Ministry