

Minutes, UUFLG Board of Trustees Meeting, Nov. 14, 2019

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

Present:

Linda Osborne (president)

Karen O'Brien (vice president)

Lynn Golbetz (secretary)

Rick Roberts (treasurer)

Ron Kirkland (trustee at large)

Rev. Fa Jun

The board approved the minutes for the October 10, 2019, meeting.

Stewardship/Building & Grounds

The Stewardship Working Group has not met in several months, and some of its members have indicated they do not want to continue on it. The board agreed with Rev. Fa Jun's suggestion that the group needs a new charter, possibly a new structure, and a meeting schedule, such as quarterly. He will issue a call from the pulpit about this need. Also, he and Rick will work together to figure out a workable structure for the group.

Ron is working with a controls expert regarding sponsorship and design help for the new HVAC system. Jim Beebe has volunteered to talk with the town about a permitting schedule; Rick will follow up with him.

In order to look at what rebates might be available for the HVAC replacement and possibly for the LED replacements earlier this year, Cindy Giesing needs our PG&E account information. Rick will contact her about this.

Rick, Albert James, and Donna Brewer attended David Di Lullo's musical event to evaluate the new lighting he is interested in. David has prepared a proposal whereby he personally, Unity, and UUFLG would each pay one-third of the cost of installing this lighting, currently estimated at approximately \$12,300. Unity is also requesting a four-year lease. The Fellowship might pay its share of the lighting cost over four years by reducing Unity's monthly rent. David does several shows each year, and the rentals for these alone would cover our share of the lighting cost. The lighting would make the facility more appealing for other performers as well.

The board approved the proposal by the Finance Committee to finalize and agree to the new Unity lease and lighting installation as described above.

Connections

Rev. Fa Jun reported on the Connections Committee meeting. He proposes four special events per year—dyeing Easter eggs, carving pumpkins, and two more for other holidays. The new DRE could organize these.

Pursuant to Fellowship policy, Connections has reviewed the membership list, has reached out to members who have not been active, and recommends removing several members from that list. Fa Jun has spoken with two of these, Diane Salmon and Bryan LaCroix, who indicated they like to remain friends though not members.

The board approved removing Audrey Banerjee, Tim and Robin Connelly, Marissa Mondragon, Mari-Esther Magaloni, Chris Magee, Diane Salmon, and Bryan LaCroix from the UUFLG membership list.

Communications

Linda suggested physically posting board news in the foyer. Lynn will start pinning up printouts of the newsletter blurbs. She will also ask Lance to send a link to the discussion group when minutes are posted online.

It was suggested that the board do a skit about what it does. This will be on our December agenda. We will also do a board Fellowship Minute on December 8, introducing ourselves and briefly stating our role. Lynn will draft some general language for this and circulate for review.

RE

The RE Committee is honing the job description for a DRE and has asked for the board's thoughts on advertising the position. Rev. Fa Jun will announce the need from the pulpit. The committee also is considering posting the position on Craigslist, on Indeed, and with the UUA; Karen suggested also checking with neighboring fellowships. The board indicated agreement that the committee should proceed with advertising along these lines. Linda may also know someone who would be a good candidate.

Willow will be officially resigning her position in December.

Finance

Finance will be drafting a pledge letter for board review.

The board will be taking ownership of the 2020 auction so that the work is more widely distributed. Rev. Fa Jun offered to do a taco bar and make margaritas. Lynn will arrange for child care providers and prepare a modest version of a catalog (essentially a list of items, to encourage interest and attendance). The Finance Committee will staff the door and collect the money. Other roles needed include donation solicitors (at least four or five; Rick will be one and will generate a list of possible places to solicit); party planner(s); physical organizer of items and silent-auction signup sheets; publicizers; auctioneer; someone to help with pricing; setup/cleanup folks.

Human Resources

Linda informed the board that employers now generally separate raises and evaluations (i.e., raises are not merit based). The board determined that we need a process for evaluating our minister, but also one for determining his salary. Pending development of the latter, the Finance Committee proposes paying Rev. Fa Jun a bonus in 2019.

The board approved paying Rev. Fa Jun a \$4,000 bonus in calendar year 2019.

Rev. Fa Jun would like feedback in certain areas. He will write these up, and we can invite responses from the congregation.

Rev. Fa Jun gave a report on the most recent leadership retreat.

The meeting was adjourned at 9:18. The next meeting of the board will be held at 7:00 on Thursday, December 12, at UUFLG.

Respectfully submitted,
Lynn Golbetz (Secretary)

Motions Approved

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The board approved removing Audrey Banerjee, Tim and Robin Connelly, Marissa Mondragon, Mari-Esther Magaloni, Chris Magee, Diane Salmon, and Bryan LaCroix from the UUFLG membership list.

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Action Items

Rev. Fa Jun	Issue call from pulpit re need for DRE Issue call from pulpit for Stewardship volunteers Write up areas in which he would like feedback
Rick:	Develop a new structure for Stewardship Group Check with town regarding permitting timeline
Ron:	Mastermind HVAC replacement