

Minutes, UUFLG Board of Trustees Special Meeting, August 4, 2022

This meeting of the UUFLG Board of Trustees was called to order at 7:03 by video conference.

Present:

Mark Ditzler (president)

Julie Matthews (treasurer)

Karen Fitch (vice president)

Matthew Fitch

Lynn Golbetz (secretary)

Sierra Golbetz

This meeting was held to discuss reports by two individuals of harassment by a member. The alleged behaviors comprised both verbal statements and physical actions over the course of several years. One of the reporting individuals is a minor, and the other was a minor during part of the period under discussion.

Matthew and Sierra described their experiences with this member. Karen stated that both she and Matthew had specifically told this member to cease these behaviors. She also reported that another family no longer attends the Fellowship because of similar behaviors. Other trustees mentioned additional instances involving adult members.

Lynn summarized a previous board's discussions regarding this same member about the same issues and indicated that a former trustee, Rick Roberts, had spoken with the member at that time. The relevant excerpts from the minutes of the board meetings at which this was discussed are attached.

The board also reviewed the Fellowship's publicly available policy on personal safety, which states that harassing behavior will not be tolerated. The policy also states that concerns should be reported to the minister, the Director of Religious Education, the Committee on Shared Ministry, and/or a member of the board. Further, the policy provides that the steps necessary for the reporter to be and feel safe at the Fellowship will be undertaken immediately, provided they are not inconsistent with any other Fellowship policy or procedure. Then or thereafter, the minister, in consultation with the board and the reporter, will develop a specific plan of action in response to the concern.

Sierra suggested amending this process to require that any comment indicating any level of discomfort be elevated to the board immediately.

It was suggested that the board might issue a formal warning giving this member a last chance to comply with our policy. Thereafter, any more complaints would result in dismissal from the congregation.

Matthew & Sierra departed

The board determined that the member should not attend any further UUFLG activities, including services, until a meeting can be held to set up a formal agreement. This would take place following Rev. Fa Jun's return in September. The board also determined that Mark, as president, was the appropriate person to transmit this message to the member. The board agreed that the message is:

1. We have had multiple formal complaints.
2. The member needs to meet with the minister and other church leadership to figure out a plan.

3. For the time being, we need the member not to attend UUFLG activities.

It was suggested that the member might also be required to have sexual harassment training before returning.

The board approved a motion suspending the member from participation in any UUFLG events until there has been an opportunity to meet with the minister and formulate a formal plan.

Lynn will also draft a message for Mark's signature to the Committee on Shared Ministry, as they have already been brought into the loop. The message is that the board is taking this very seriously and that there will be a suspension pending formulation of a plan, with the fellowship's policy attached.

The meeting was adjourned at 8:17 p.m.

Respectfully submitted,

Lynn Golbetz, Secretary

Attachment to Minutes of August 4, 2022

The minutes of the February 14, 2019, board meeting include the following statement:

Several members have reported discomfort with another member's "flirtatious" comments and touches. Rev. Fa Jun has spoken with this member, who expressed appreciation and has cut down on the touching. The difficulty of "calling out" the comments in real time and the advisability of pointing out specific changes needed were noted. One of the trustees is a longtime friend of this member and will discuss this with them.

The minutes of the April 11, 2019, board meeting include the following statement:

A trustee has spoken with the member whom others have identified as causing discomfort with "flirtatious" comments and touches. The member has requested real-time feedback so they can stop this behavior.