

Tahoma Unitarian Universalist Congregation

Board of Trustees Meeting November 19, 2020 7- 9 pm

This meeting was held via Zoom due to Covid-19 restrictions

Present- Rev. Linda Hart, Ministerial Intern Erien Babcock, Sylvia Huerta, TUUC Administrator Libby Ball, Debbie Cafazzo, Christine Chansley (VP), Cindy Hackett (President), Sheila Whybrow (note taker) Holly Coryell

Unable to attend: Jeff Rutherford (Treasurer) , Michelle Fox
Visitors - Alana Franklin, Jim Tuttle

Opening Words/ Chalice lighting Rev. Linda Hart

Visitor Welcome

Check-in: BOT , Linda Erien, Libby responded

Consent agenda Approval of revised 10.15.2020 meeting minutes,

Staff reports (verbal)

Linda convened the sabbatical committee and recommendations include taking time off in January with Joe **Rettenmaier** in the pulpit with a sabbatical in August. Joe has a relationship with the Duwamish Tribe. Linda was invited to participate in an event spotlighting homelessness- Tacoma Housing Now takeover of Gault Middle School

She has interacted with the Vashon congregation Saltwater congregation will worship with us Dec. 27th

Participates in a monthly collegial gathering to support each other, Saltwater, Olympia, West Seattle, Kittsop, Portland area, etc

Erien Thanked the board for all the learning - shared her travel plans.

Libby is still in the process of entering contributions from the mini campaign. Bob Hayes had parking lot leveling done. Libby is coordinating with Matt Webb on interior painting work.

Ad Hoc update - **Cindy** shared points from submitted committee report

- Second grounds clean up weeding, trash removal, human waste removal - ideas for landscaping to help deter unwanted activity
- Dec 3rd all invited to educational presentation on Safe Parking Initiative BOT, Social Justice committee, AD HOC committee
- If church moves forward, will involve educating neighbors- written communication, zoom meetings

New Business

HR Report

DRE LifeSpan - Nancy is looking for job descriptions from colleagues.

- What will the job look like and do we want to go ahead with hiring
- Staff discussion around attempt to continue Wednesday ARE events hosted by various congregants.

Financial systems replacement

- V. Cathcart is working on job descriptions for the variety of tasks related to financial clean-up and transition. Progression is slow due to Covid pandemic. Cindy pointed out that the lack of in person casual conversation where quick questions, answers, requests for info, brainstorming, inviting people to do tasks is unavailable making the work much harder and slower.

Will need to consult personnel/HR manual when time comes to consider hiring re:inside/outside candidate.

Treasurers Report reviewed Jeff's email

"I've processed a large stock donation that came in as a result of the board outreach. Processed means sold the stock and transferred it to the bank account after the sale settled. I also entered last quarter's interest from Vanguard into the appropriate items in Icon so the Endowment fund and Building Fund are as accurate as possible. "

- With the additional donations in response to the board correspondence, we are on track with Member and Friend Pledge and Other Donation contributions at about 40% of the fiscal year. The contributions include the stock transfer
- Budget for Pledges + Other Donations through November: \$112,869
- Contributions for Pledges + Other Donations (includes enroute Member distribution/contribution) Year to Date: \$113,056

Icon transition - no progress at this time moving to quickbooks - still cleaning up ICON V. has a new job and was unable to meet - Jeff & Libby discussed scenarios for various people helping with transition. Other option is to pay ICON to assist.

Board is allowing Linda to work out terms if an individual fits the bill.

Outreach

Linda met with Membership Committee - they would like to send out a series of handwritten postcards to support our congregation. RE committee had also talked about sending postcards to kids.

Stewardship discussion points

- Concerns re follow-up phone calls - pressure or shaming of those unable to offer financial support
- Earlier phone tree resulted in calls going voicemail
- Connecting with people rather than spending time on follow up to contribution calls more valuable
- Continue to thank the congregation through e news, blog posts, and during service.

Building Re-Open

extend building closure until the end of May 2021, following UU and Pierce County guidelines.

Parking lot update

Bob Hayes had leveling done. Rotting wood barriers removed per prior board approval. Bob and Patty McPhee are offering to cover the cost. Parking stops to be added when the lot is used again. Consider adding gravel - consider taking pear tree down to expand parking

Motion to amend August minutes to reflect Christine as VP and Sheila as secretary.

Motion passed

Motion to adopt visitor guidelines - motion passed

Land acknowledgement ask tribe to review our rewrite and translate changes Linda would like to make a contribution to the tribe. Debbie suggested a scholarship program to the Puyallup Native School. Erien shared UU tradition of donating to native education.

Visitor Comments- Jim Tuttle

- Request to revive Committee on Ministry
- Noted his disappointment in progress on financial reporting
- Request for access to BOT google drive

Chalice extinguished

Meeting adjourned at 9:00pm