

East Shore UU Board meeting 1/7/2017

Attending: Dan Bond, Mary Bender, Laura Solomon, Kristin Burkwood, Cindy Simerly, Bob Ross, Shirley Hairston, Rev. Denis, Nancy Tozer, Kathleen Huntley, Tiffany Griffith

Holiday Policy (Cindy Simerly): This is a proposed staff holiday policy. The items in italics are thoughts and notes, not part of the policy. Two years are included to give people a chance to plan ahead. The intent was to clarify existing confusion about when staff are expected to be here and if they needed to make up hours. It prevents us from inadvertently treating staff inconsistently. Cindy used the federal holidays as a basis, but did include all of them, as some conflict with days needed to prepare worship. Washington's birthday should be removed from 2019—that's a typo. This list also communicates to people when the office will be closed.

Discussion ensued about the potential differences between an employee that accrues PTO and one that has a paid holiday schedule. The Board asked Cindy to re-draft the policy so that each employee gets a scheduled holiday, but if the employee works on a holiday, they get the holiday pay in addition to work pay.

REPORTS:

Secretary's report: Nancy Tozer noted that "Special funds" in Nov. 2017 minutes should be changed to "Restricted endowments." Dan moved to approve the minutes as corrected. Nancy seconded. Motion carried.

Chair's report: Report received.

Minister's report: Denis will re-send, because many Board members did not receive.

DRE report: Same issue as with Minister's report.

Membership: Pat McGovern was not in attendance, but left his printed membership report: 161 members.

Auction: Moved from October to February, but that conflicts with the Lake Erie Folk Fest. So, this year there will be just a silent auction. Also, will have a Chinese auction.

Treasurer: Wintertime expenses (snowplow, heating) are estimates. Finances are solid. Mary moved to accept the report. Nancy seconded. Motion carries.

Financial Secretary Income and Expense Statement shows that income is slightly higher than the budget number, and expenses are slightly lower than budget, so we are in good shape. Dan noted that a repair required for lawnmower.

Finance and Stewardship: Proposition to go work a booth at Indians games, but it was decided that it was not a good fit.

Committee on Ministry: They will be meeting January 18th. The last workshop was well-attended and received.

ACTION PLAN:

By-laws revisions will be discussed first at the next Board meeting in February. Tiffany will send out a reminder email.

Update DRE contract: Dan will send a copy to both Denis and Halcyon. Denis has collected info from other UU congregations and the title "Family Faith Development Specialist" is the going term for what Halcyon's position does.

Modify Board Welcome for Service: removed from the plan because it is considered finished.

Discussion of how to proceed with contacting women involved in the situation discussed at the last Board meeting with a former minister.

Nancy noted that we are out of compliance with the By-Laws by not having a December meeting.

NEW BUSINESS:

Church events: Doesn't look like Valentine's Day dance will happen. Discussion of a possible Seder. Tiffany will contact Jerie Green about moving forward on March 30th with that. Nancy suggested it be a stewardship kickoff party. We'll discuss that at the next Board meeting.

Minister's housing allowance: According to IRS, we have to set it ahead of time (calendar year). It's in our budget. Denis needs to change it from \$1000 to \$800 per month and the balance will be salary. Nancy moved to set the allowance to \$800 per month starting January 20th, 2018. Bob Ross seconded. Motion carried.

The House Next Door: The people who own the house next to this offered to buy it. Zoning requires 130 feet of frontage, so Dan suggested a way for that to happen and still comply with zoning laws. Cannot have more than two houses on a single parcel. The church would retain the memorial garden. The congregation would have to approve a sale. Mary moved that we look into the feasibility of selling the house. Laura seconded. Motion carried with one abstention. Dan Bond will talk to the people interested in purchasing the house (the Prendergasts).

There was no meeting in December 2017.

Stewardship: Ruth Troup is turning over stewardship to Nancy Tozer. Tiffany appointed Nancy.

Community Meal Fund: Dan talked to Ken Schmidt about his \$1500 to the community meal fund. Dan suggested keeping the fund running and having the First Wednesday night activity run through that account. Dan moved that the Wednesday night meals be funded through the community meal fund. Mary seconded. Motion carried.

Next meeting is February 4th, 2018 at 12:30 pm. Mary Bender volunteered to be monitor.

Meeting adjourned at 2:15 pm.