

**UNITARIAN UNIVERSALIST CHURCH OF MIDLAND
3301 NEELY AVENUE MIDLAND, TEXAS**

MONTHLY MEETING OF THE BOARD OF TRUSTEES

DATE: December 13, 2020

**PRESIDENT: MAUREENA BENAVIDES - PRESIDENT ELECT: JANINE DECKARD -
TREASURER: ALEX FIELDS - SECRETARY: APRIL GRAHAM - AT LARGE: DAVID
ALLEN, LISA JEBSEN, BEVERLY WISE
REVEREND JULIE LOMBARD, EX-OFFICIO**

*Action items in orange

*Board motions in blue

CALL TO ORDER at 12:07pm **CERTIFY QUORUM** – 7 board members present

OPEN FORUM FOR CONGREGATION OR INVITED GUESTS – None present

CONFIRM ACCEPTANCE OF REPORTS (consent agenda) done online/email: All are in favor.

* **MINUTES FROM PREVIOUS MEETING**

* **MINISTER'S REPORT**

* **EDUCATION REPORT**

* **COVID CARE**

* **TREASURER'S REPORT**

OLD BUSINESS:

SIGN UP FOR BOARD WELCOME – NEW LINK!

<https://www.signupgenius.com/go/70A0548AFAE2BABFF2-uucom>

BYLAWS UPDATE TO WEBSITE – bylaws are up to date on website

STEWARDSHIP – REPORT ON FINANCES – have received \$22,500 (40%) of pledged donations. We seem to be catching up on monetary donations for the year.

CREATING A WELCOMING CONGREGATION – Janine is working on the needs assessment, considering advertising the sex ed offerings more widely. Training from OWL program is on hold because of COVID, so Janine would like to tell UUA we won't be able to offer it right now because there is no opportunity for training. If we wanted to do the sex ed offering just for our church, she'd be comfortable doing it without the formal OWL training.

On the other hand, Maureena is trained for 7-12; Julie has a friend who will also partner with Maureena if we want.

Maureena says training for 7-12 makes her also ready for younger kids.

Is doing it virtually feasible or even advisable? Maureena suggests, let's do the needs assessment of our congregation – what levels are desired, would people be willing to do it virtually? Adults might be a more logical audience for right now.

Janine moves making a poll for the first service in January requesting feedback on needs/desires. Maureena seconds. All are in favor.

BUILDING USE AND COVID RUBRIC – 18 of 24 voted for Phase 3. Inclement weather plan – use the radio in cars, but also Jessica is looking into the possibility of doing a voicemail message, website post when weather makes outside church untenable.

Rev. Julie suggests that we move back to Phase 1 anyway, based on the numbers in the city. Janine moves that we move back to Phase 1. Maureena seconds; all are in favor.

NEW ACTION ITEMS:

SOUTHERN REGION LEADERSHIP TRAINING – Janine and Franny and possibly others have not received the materials. April will forward info to everyone.

FM RADIO FOR WORSHIP – It is set up and being used, but if we go back to Phase 1 we may not use it after all as Julie will want to go into isolation with her family.

NOMINATING COMMITTEE UPDATE – Beverly needs some basic information so that the committee can start its work. David will send a write-up with details about how many nominees, who they can be, etc.

CHURCH STRUCTURE REASSESSMENT – There are some changes with worship associates and chair, and we need some more people to help out with Sunday service – Barbara and Scott and Sonja are stepping in, but we want to reevaluate in January after they've done it for a couple of weeks to see if we need to reassess.

COMMITTEE ON MINISTRY UPDATE – The group is Tom Parks, Franny, Ann, and Harry. Maureena asks Julie to take on getting the committee going – meet perhaps via conference call. They should meet monthly, Julie will include their work in her reports to the board. Usually provide an annual report. Maureena would like them to provide a monthly report.

CONFLICT TEAM UPDATE – team met in November, discussed the October disruptive behavior. They all agreed it was a level 1 offense, so they discussed the matter with the individual and no consequences followed. They feel the problem was successfully addressed. Once documentation is finalized and the board notified (now done), the offended party will be notified. Maureena asks Julie to send an email to prompt people to send back their letters.

NEW DISRUPTIVE BEHAVIOR – Julie does not see a need for the conflict committee at this point, as the behavior has diminished. She hopes it will not escalate again.

Maureena suggests that we need a suicide prevention policy.

We will discuss how to address this at a later date.

SOCIAL ACTION UPDATE – service in January with The Field's Edge; we are planning more on housing and food insecurity. Getting on board with the mayor's "love your neighbor" campaign – making masks? The committee will get together a budget to propose.

April moves that Share the Plate for Jan be given to the Field's Edge; all are in favor.

April will send a blurb and a picture for the Share the Plate slide.

HOLIDAY BONUSES FOR STAFF UPDATE – Alex is working on getting the cash to the staff.

VIRTUAL HOLIDAY CELEBRATION UPDATE – will be virtual, during coffee hour.

BOARD THANK YOU FOR MONTH OF DEC –

Rev. Julie thanks the Board- for hosting a successful Fall Annual Meeting with surveys, the newly appointed Nominating Committee, & pulling together a newly appointed Committee on Ministry.

Out in West Texas Support Team- a long list of volunteers!

Maureena & family- for caring for Venus in her time of need & hosting her for Thanksgiving.

The By-laws Team & Welcoming Congregation- for the by-laws upgrade & surveys.

Jessica – preparing for the fall annual meeting & helping Rev. Julie with tech support.

Scott & Sonja- for helping Rev. Julie with tech support.

Barbara, Scott & Sonja – planning holiday worship & events.

Mike & Emmy- for their fall clean-up effort & prepping greens for the holidays.

The Conflict Team: Maureena, Barbara, & Julie worked to address a situation that occurred in October.

Worship Team- especially to Shanda & David who have already or will soon step down & to Lisa who stepped up to be a slider in November.

REQUEST TO WORK FROM NEW HAMPSHIRE / REMOTELY – will be discussed in executive session.

ATTENTION TO WORSHIP – addressed above.

EXECUTIVE SESSION TO DISCUSS MINISTER'S REQUEST TO WORK FROM NEW HAMPSHIRE – closed at 2:05pm

PERSONAL CHECKOUT

PROCESS OBSERVER REVIEW- Janine

CLOSING WORDS AND ADJOURN

MEETING END TIME: 2:06pm

Next Board meeting date(s): Jan. 10, 12:05pm

Respectfully submitted by April Graham, Secretary