



Meeting Notes
First Universalist Church Board
April 13, 2020 – 5:30 pm - via ZOOM

Opening:

- Light the Chalice, Establish Quorum: all present
- Reading: Joanna

Consent Agenda: please read attachments

- Minutes from previous meeting - APPROVED
- Stewardship / Treasurer Report
- President's Report
- Minister's Report

Agenda Discussion Areas:

1. Pathway of First Universalist in the COVID-19 crisis

Question: Where is the planning of the Virus Task Team? What are the committees and councils doing during this virtual church season? What else can we do to remain as connected as possible?

Discussion:

- Board members follow through as liaisons.
- **Sarah** will write to Judy Bishop.
- Rev. **Frieda** calling people... possibly providing midweek pastoral circles.
- Gradual re-opening to be discussed in May meeting

2. Speaking of Money

Question: How and when do we do our budget approval.

Discussion: **Marge's** materials discussed

- Village Nursey School sent in April rent – MT will check on intention to pay
- Sangha sent in rent for 3 months (\$150)
- Review of expense and income changes foreseen – (see FY21 Budget Thoughts by MT, dated 4/7/20) adds up to about a \$20K deficit which we will pay for with a big virtual gala/ combination of events in the Fall 2020.
- Furloughed staff are included with their salaries, active at time of approval, whether or not we get the \$24K PPP loan/grant.

Board approves to make salaries whole.

- Congregant Relief Fund is available. Income from match is \$3000.

Budget Draft approved, pending more changes.

3. Candidate for Minister:

Question: How do we plan and expedite Candidate Week and Congr. Vote?

Discussion: Bylaws: Maine does not have any requirements for present or virtual. UUA has a loose definition of who is present.

Board voted that all in Zoom or on telephone are “present” to virtual meetings.

PREPARATION FOR VOTING:

Vote needs to take place on both candidate and the compensation package.

1. Let's give the congregation a one-page summary with a link to the full contract. Is that Board or SC responsibility? Negotiating team is a blend, owns contract. (Sarah will ask Christy Hayashida if that is ok with SC.)

2. Let's hold an open zoom meeting to review the process and give people a chance to ask questions.
3. Let's hold an open Zoom meeting to review the proposed contract and give people a chance to ask questions. (Specially Invite a number of people who are apt to enjoy the chance to more deeply understand a contractual situation.)
4. VOTING: Let's do a test vote for the whole church, on some other question... on April 26th?

Here is the process we sketched out for the **Voting process:**

- On Friday **May 8th** we get our usual Channels with Q&A on the Sunday plan.
- On Sunday **May 10th**, we have Worship at Home email which includes several pieces from the Candidate (Call to Worship, Time for All Ages, Sermon, Opening and Closing for Candles, Benediction).
- On Sunday 11:30 am, there is another e-blast, calling everyone to Congregational Meeting at 11:45.
- We hold a Virtual Congregational Meeting – all welcome to come in! This would be run by the Board.
- First 10 min: explanation of ground rules and process, establish quorum. We are voting on two things: candidate, and contract.
- 12 Noon: Voting window opens. All vote via Google except those who cannot. (There will be a couple of telephone numbers available in the morning e-blast with numbers to call.)
- Voters should get email confirmation immediately after casting vote.
- Votes are tallied automatically by Google, and we add the few telephone votes.
- Assuming the motions to call HCG to ministry and approve contract both PASS, an Announcement is made LIVE, just like it would be done in the Sanctuary following the vote.
- a call is placed to HCG inviting her to join the meeting.
- The Candidate is welcomed back into the Virtual Meeting and we have some kind of party right then and there, all over town. Champagne, cupcakes, party hats, etc.

4. Gratitude Moment

Question: to whom does the Board need to send gratitude?

Discussion: there are many people and groups both known and anonymous who are making a huge difference in our ability to fulfill our mission even as we cope with Coronavirus.

- Designated Youth Group Congregant Relief Fund. **Nancy** will write.
- Donor who paid off Bangor SB Loan via Maine Community Foundation. DONE by **Joanna**
- Donor who increased the matching funds for Youth Fund. **Marge** will write.
- IDEA – Joe suggests share a long list of ways and to whom, we are grateful, at the Annual Meeting.

Reflections and Closing

We need to think about our Annual Meeting.

- Marge suggests during this crazy year we could postpone to September. Inform congregation that we will continue as is until delayed Annual Meeting. Our May 10th vote could be confirmed at that time. The new minister could be there.
- OR we could do it on Zoom.

Conversation to be continued in May. Board sentiment seems to favor the postponement.

Coming up:

Board Meeting – Monday, April 13th @ 5:30 PM

Exec Meeting - Sunday, May 3rd @ 2 PM