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| **Meeting** | **FMUU Board Meeting MINUTES** | **Date** | 6/12/22 |
| **Facilitator** | Bill Thomas, Board Chair | **Start Time** | 9:32 am |
| **Location** | FMUU Church & Zoom | **End Time** | 10:30 am |
| **Expected****Attendees** | Bill Thomas, Lisa Falk, Claudia English (Zoom), Jarrad Prasifka (Zoom), Jessica Jensen (Zoom), Joseph DeMasi (Zoom), Mark Sinner, Gail Wischmann, Monika Browne-Ecker (notes) | **Typed by** | Monika Browne-Ecker |

**FMUU Values, Guiding Principles, and Mission**

**Our Values**

Community, Compassion, Spirituality, Belonging

**Our Mission**

The mission of the Unitarian Universalist Church of Fargo Moorhead is to provide to its members, and to the community, an environment of religious tolerance, a loving fellowship of diversity, an open forum for the exchange of social, political, and moral ideas and values, and a religious home for spiritual growth without fear of reprisal.

**Our Principles**

We covenant to affirm and promote the principles of Unitarian Universalism in thought and deed.

-The inherent worth and dignity of every person

-Justice, equity, and compassion in human relations

-Acceptance of one another and encouragement to spiritual growth in our congregations

-A free and responsible search for truth and meaning

-The right of conscience and the use of the democratic process within our congregations and in society at large

-The goal of world community with peace, liberty, and justice for all

-Respect for the interdependent web of all existence of which we are a part.

 **Key Points To Discuss**

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| Agenda Item | Need / Discussion | Conclusion / Assignment |
| Welcome | * Chalice lighting
* Approval of Minutes from 5/14/22
* Approve Consent Agenda (see below)
 | * Conclusion: Minutes and consent agenda approved unanimously
 |
| **Finance** (Claudia)(10 min) | * Review & Approval of P&L, Balance Sheet: general finances review by Treasurer Claudia English. Finances are sound, no red flags raised at this time.
* Mortgage – Lisa Richmond: no new activity. Generally, in the most recent communication from Lisa Richmond, she stated that the estate is still being finalized. Once that happens, Lisa will send the check.
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| **Ministerial Search** (5 min) | * Updates from Committee:
* Search Committee received 5 applications. Two candidates weren’t a good fit due to cost or affiliation. Rev. Bruce Johnson was identified as the best candidate and Search Committee would like to extend him an offer. In the Jun. 2 community discussion, members expressed a positive experience with his recorded sermons. Half-time position will work for Bruce as well as this church. Part of negotiations will be arranging the remote work aspect. Bruce plans to travel from Duluth and will need an office for his work on site as well as housing (for example, host house, friends, per diem, etc.). Candidate was very interested in the social justice aspect of FMUU’s work. This candidate is nearing the end of his career and will be a good transition candidate for a more permanent minister in the future. The candidate mentioned a term of 2-3 years at FMUU, if hired.
* Board members discussed a short-term contract with a more robust probationary provision, establishing goals for the minister that will allow the development of metrics and progress tracking, and quarterly check-ins to avoid disconnection from the minister when working remotely and part-time.
* Board identified the need for more active feedback and participation from the Board, the minister, and the congregation.
* Board suggested a layered contract to prevent the impact on already existing church structures.
 | * Conclusion: Board reached consensus regarding Rev. Bruce Johnson. Board will extend an offer and negotiate details.
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| **Stewardship** (Bill)5 min) | * Update on campaign: general review of pledges that came in for FY23. We received **$60,950.00** in pledges as of 6/14/22. There are still members who haven’t responded.
* The matching challenge from Van Hatten/Nelson household was successful.
 | * Assignment: Staff will reach out via email to remaining members who haven’t sent back their pledge forms for FY23.
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| **Program Committee** | * Updates from most recent meeting: the committee developed a schedule through the summer. There are gaps in the July schedule to allow ministerial candidate to visit.
* August and September Sundays have been programmed with a mix of member or congregation-led services, UUA archive sermons, themed storytelling, sing-alongs, music, facilitated discussions.
* Future programming: Bruce will fill half the Sundays each month. Easier to balance that with congregation-led programming.
* Worship/Script writing: currently done by Monika. Board needs to review workload monthly to ensure staff has capacity to balance church administration with worship leading tasks.
 | * Conclusion: monthly check-in with Monika to ensure work capacity
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| **Place Committee** (5 min) | * Discussion:
* electricity in the shed. Electricity is needed inside the shed to continue charging any equipment.
* egress window in the nursery and reinforcing the nursery corner of the building. Board members discussed structural updates and concluded that more information is needed. Claudia volunteered to review old files for information about previous engineering advice. It may be better to explore an egress window in the RE room vs. nursery.
* The structural improvements topic is ongoing.
 | * Assignment: staff will schedule a meeting with electrician to estimate costs.
* Conclusion: Claudia volunteered to review old building files.
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| **Board Member Acknowledgment** (5 min) | * Jarrad and Jessica’s last meeting
* Welcome Mark Sinner & Gail Wischmann
 | * Thank you Jarrad and Jessica!
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| **Board Retreat** | * Board Retreat: scheduling
* Tentative retreat agenda
* 2022-23 Goals
* Negotiations with Bruce
* Restoring committees to functional activity
 | * Assignment: Bill will send a Doodle poll for July 24th or July 31st.
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| **Tech Task Force** | * Updates on TV installation: Seth is working on a new estimate and will send it this coming week once he gets input on size of screens in the sanctuary.
 | * Conclusion: Seth needs input on screen size to finalize his estimate.
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| **Additional Items** | * Active Shooter training:
* Gail reviewed the current plan for RE children
* Attendees need to be aware of all emergency exits. Board members suggested an announcement akin to airplane announcement (locating doors)
* During winter months area around any emergency doors and stairs will need to be regularly shoveled
 | * Conclusion: add areas and stairs around any emergency door to snow removal
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| **Reminders** | * n/a
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**Consent Agenda**

* NOVA conducted fire sprinkler inspection on 6/8/22. This was prepaid and we are awaiting an inspection report.
* ReadiTech: quote received for Microsoft Office 356 updates