

11/17/15

UUCNH Board Meeting

Board Members in attendance:

Dennis Doubleday

John Brobst

Dawn Lindsay

Joyce Kepner

Mark Draa

Randy Minnich

Rachael Smart

Ex Officio in attendance: Ellen Saksen, Greta Porter, Scott Rudolph

Ivan Baumwell

Absent:

Bob Delaney

1. Consent Agenda

- a. Previous Month's Meeting Minutes
- b. Committee reports
  - i. Rental agreements – may need to check in if groups become disruptive and we become community center vs church (can't have unsupervised children, too much noise etc)
  - ii. 2<sup>nd</sup> month we have heard nothing from LDT, Mark will probably go to next meeting
  - iii. Board bravo – acknowledge Midge and cluster team, Ron for hardwork and hours, kitchen crew also. **DD to write thank you using Midge's report**
- c. Approval

2. Action Item Review

- a. For long-term rentals, Kathryn may need to consult with SR
- b. Check on cost of most recent rental – JB** (the specified daily rate of \$85 did not agree with the stated annual revenue of a little over \$3,000, given that 3 days per week @ \$85 should result in annual revenue of around \$13,000, so we need clarification.)
- c. Stewardship team not ready to address B&G reserve fund
- d. Next Intercom – announce that there is a B&G fund if you want to contribute? Need to decide

3. Opportunities Bulletin Board (Randy)

- a. RM working on bulletin board with DL - Michelle getting the board. RM will be in charge right now, each committee will start with a few needs. Working out logistics still, in beta. Needs should have end date. RS to be involved and work in any timebank considerations.

4. Rummage Sale Update (Dawn)
  - a. Issue of storage – little house may not be acceptable. Wait until spring to take donations? Deal with this Sunday’s drop-off but then no more drops until Spring
5. Governance Task Force Update (Joyce)
  - a. Still looking at structure and new org chart
6. John Ballance Ordination (Ivan)
  - a. John would like to be ordained here at UUCNH and there will be costs associated with it, need to plan for the event summer/fall 2016. **SR will talk to John on Thurs re: timing etc.** Congregation needs to vote on ordaining him – maybe at Jan meeting. Take the process seriously and ask him to sit with board.
7. Share the Plate, Further Thoughts (Scott)
  - a. Use colored envelope to designate any donation going to “Share the Plate”
  - b. IB moves to accept policy change, RS second, unanimous
8. Paying Wednesday pianist from donations (Scott)
  - a. Put Wed donations into pianist lines – **SR to inform Lindsay**
9. Black Lives Matter Sign (Scott)
  - a. Sign concerns Bellwood, worrying it could affect enrollment
  - b. Other ways to engage on this – website, activities, press coverage
  - c. Get input from Beacon Group
  - d. Get input from congregation at meeting and maybe that will necessitate a bigger sign or more permanent investment in the issue
  - e. Sign for in front of church to make own congregation aware of issue
  - f. **SR looking into safety issues that these kinds of issues bring up**
10. Change Scott’s contract to reflect healthcare provision change (Dennis)
  - a. Table for next board meeting but we can’t provide insurance for SR but salary is increased to allow for private purchase and taxes. Lindsay and Mary Ellen working numbers and hope to have next month
11. Old business – front door project
  - a. Was originally scheduled for Wed but will be up to another 6 weeks for glass
12. Storage – will this become a larger issue? What will we do about it? Do we even have an issue?

Adjourn – IB move to adjourn, RM second, unanimous 8:53

Congregational Meeting: Sunday Jan 24, 2016 - 12:00 - need agenda

Next meeting: December 15, 7:00 pm

Action Item	Responsible Party
Board Bravo -write thank you for work at cluster	DD
What is fee for most recent long-term rental?	JB

Better understanding of timing and cost of John Ballance ordination	SR
Inform Lindsay that Wed collection to pay for pianist	SR
Look into safety issues and policies	SR

## UUCNH Board Agenda

November 19, 2015

7:00 PM

1. Welcome & Chalice Lighting - Mission Statement 7:00
  
2. Opening Question: **In what areas, if any, is this church FAILING to meet the needs of current members?**  
 (Note: I am not implying that I think we ARE failing, I want to know if we're missing any opportunities for improvement.)
  
3. Consent Agenda 7:15
  - a. Previous Month's Meeting Minutes
  - b. Committee reports from liaisons
  - c. Approval
  
4. Action Item Review 7:30

Action Item	Responsible Party
check on falling enrollment in RE, find out how ushers count adults v kids	DD
Find Moreth contract or SOW	DD
Get board goals on poster -confirm what they are	DD ES
A - Facilities use issues - amend rental contract to stipulate that all trash must fit in bin, additional must be taken with	?
B - Facilities use issues – create ad hoc committee to eval rental policy, occupancy limits, parking, gatekeeper fee (too low)	?
C- Facilities use issues/safety – amend rental agreement to say that if renter provides childcare it must conform to state law	JB
Looking for bloggers – announce on Sunday	SR (ES made poster for lobby also)
Take down old safety policy on web and replace with new	GP
Email new safety policy to Spiral Scouts	RS
Get feedback from stewardship committee on possibility of setting up B&G reserve fund	MD
Propose change to Share-the-Plate policy for next board meeting for vote	DD

5. Opportunities Bulletin Board (Randy)	8:00
6. Rummage Sale Update (Dawn)	8:05
7. Governance Task Force Update (Joyce)	8:10
8. John Ballance Ordination (Ivan)	8:30
9. Share the Plate, Further Thoughts (Scott)	8:35
10. Paying Wednesday pianist from donations (Scott)	8:45
11. Black Lives Matter Sign (Scott)	8:50
12. Change Scott's contract to reflect healthcare provision change (Scott)	8:55
13. Adjournment	9:00

Board Huddle

**Packet Contents:**

Minister's Report

DLFD's report

Liaison Reports

## Minister and DLFD Reports

### Minister

#### Ministers Report to the Board – November 2015

##### Black Lives Matter

In response to our repeated sign vandalism and theft of our Black Lives Matter signs, the interfaith group, NORTH, that I am a part of wrote a letter to the editor in the Pittsburgh Post Gazette. (<http://www.post-gazette.com/opinion/letters/2015/11/11/Sign-vandalism-is-a-reminder-that-racism-exists-in-all-communities/stories/201511110125>). This led to an interview and photo with the group in front of our sign that will appear in the Pittsburgh Courier next Wednesday. As a church community, we should be proud that our actions have served to keep this conversation in our local media. Our yard sign strategy is not a long term one, obviously. I am currently having a conversation with our BEACON group to see what other ways we might support this movement, and hope to find ways that are more in the public sphere than our roadside. We are currently considering ongoing vigils in a public place. Bellwood continues to have concerns over our roadside signage that we need to consider.

##### Cluster Assembly

Thank Midge Miles if you see her. Seriously. She led an incredible effort to host the second annual Cluster Assembly at our church last Saturday. About 120 UUs from 11 area churches gathered in our old barn. It was a great day. At our last minister's cluster meeting, we did a review and critique of the cluster assembly. It was so exceedingly positive and wildly complimentary to our congregation, you would have thought I paid them to say such nice things. I love being a part of a community with such an original and beautiful space and part of a community that is committed to being good stewards of the building we have been trusted with by those who came before us. I love being a part of a community that does things with pride and intention. All in all, UUCNH hosted a great day of worship, fellowship, and learning. Our cluster is moving forward and becoming stronger and more connected each year. It is wonderful to witness and be a part of this coming together of Unitarian Universalists.

##### Facebook Post

I posted this to Facebook yesterday. Just sayin...

*Four year ago on this day, the congregation of the Unitarian Universalist Church of the North Hills ordained me as a minister in our religious tradition. The journey since then has been one of great joy, depth, and exploration. As my ministerial formation continues, I am blessed to be in this place and with these people who continue to shape me. We are a healthy congregation filled with kind, supportive, loving people who like to laugh, grow, and do good in the world. I am deeply honored to serve these*

*people as their minister. I love them dearly. This ministry fills my days with sacred moments, meaningful work, and the company of incredible people. And fun. Lots of fun. My heart is filled with gratitude for a beautiful ordination evening four years ago and for every day since that I have shared with this community.*

## **Thank Yous**

I want to take some space to encourage you to see one of your most important roles as a board member as “grand thanker.” When a member of the board notices and thanks a member of our congregation for their hard work, their time, and their energy, it holds weight. You may be humble and not consider this, but as a board member, you are an elected leader in our congregation and people very much appreciate the affirmation and gratitude that comes from the board. In our shared ministry, showing thanks is so important. It is the force that keeps blood pumping through our community. You know how it feels to be appreciated and noticed, right? It feels good! And you have the power to make others feel good!

I would like to issue a challenge. While you are serving on the board of trustees of our congregation, I encourage you to thank at least one person every time you enter our building. You need not search or look far for people to thank. They are in every direction. Doing this will strengthen our community, it will better attune your eyes to see what is happening at the church, it will encourage those who give to and create our church home, and I bet you will find that it will make you feel pretty darn good, too.

With Love and in Faith,

Scott

## **Director of Lifespan Faith Development**

Lifespan Faith Development

Report to the Board

November, 2015

Adult Faith Development

Covenant Circles are in place and all 5 groups met in October. Scott and I will meet with the facilitators again next week to support their important ministries. Initial reports indicate they are all off to a good start.

Our Adult Faith Development Committee will meet next week to determine what new offerings we may want to include in our program.

Michelena Wolf continues to be an activist for anti-racism in our congregation and in our Adult Faith Development programming. She has been a bit discouraged that the Sunday BEACON offerings and the Sunday video offering have not drawn more participation..

#### Children and Youth Faith Development

Our classes for children and youth have begun well. Plans are in place for the pageant and Robyn Travers has communicated expectations very well to the Children and Youth Faith Development Committee.

#### Children and Youth Attendance

	10/18	10/25	11/1	11/8
Nursery	4	4	5	5
Preschool	5	4	6	6
K-2	11	12	8	10
3-4	5	7	9	8
5-6	7	10	3	3
7-12	5	5	4	2 and 5 Coming of Age
	37	42	35	39

## Coming of Age

We had our initial session of Coming of Age and it is a terrific group of youth and mentors. Our two bake sales have raised over \$450 to help fund our June heritage trip to Boston.

## Young Families Group

The Halloween party/potluck in conjunction with the youth haunted house worked very well. Plans are in the works for a holiday lunch part December 19.

## Professional

I attended the annual Liberal Religious Educators Conference last month. I facilitated an all day new DRE workshop for a dozen new DREs. That was great fun. The conference itself was one of the most practical I have attended with lots of information about using technology in innovative and relevant ways.

I continue to serve as a LREDA Good Officer for my colleagues.

I attended the Pittsburgh Cluster meeting and went to the Adult Faith Development workshop.

I completed an on-line class called *Hard Conversations: Racism*.

## For the Board

I recommend Allyson Zadnik for a special shout out from the board for her wonderful coordination of childcare for our many events and activities. She has done a phenomenal job of seeing that our families with young children are able to engage fully in the life of the church.

While I am certain that the Board will acknowledge Midge Miles for her fantastic work on the Cluster Assembly and also now as a Cluster Board Member, I would also like to suggest acknowledging Michelena Wolf for her work and passion supporting the Black Lives Matter movement and providing anti-racism programming in our Adult Faith Development Program.

And, finally, just want to make sure that the Children and Youth Safety policy the board amended and approved gets posted on the website and in the office policy book.

Respectfully submitted,

Greta

## Liaison Reports

### Dawn Lindsay

**Fundraising:** Date of the rummage sale has been set for May 14th. The first drop off day is Sunday November 22nd. Fundraising committee proposes using the little house for storage of items, needs confirmation on this before moving forward. Set up will need to occur the week prior to the sale, and lots of volunteers will be needed. Elizabeth Erbrecht is the contact person for this event.

**Communications:** Communications Team met in October. Alex from Communications Team visited Board meeting in October, encouraging Board members to contribute blog posts. Other activities are working on a strategic plan and utilizing print media to advertise Sunday service time (e.g., North Hills Monthly)

**Bellwood:** Bellwood hosted an Open House on November 14th.

## **Bob Delaney**

### **Connections Team**

Recruited two new committee members but they were unable to attend the November meeting. New member events are scheduled through the end of the church year, including New Member Sunday on 15-Nov. With additional bandwidth of new people joining the group, the team hopes to be able to consider other programs geared to deepening connections of existing members, in addition to the ongoing process of orienting new members.

### **Helping Hands (formerly Caring Team)**

### **Stewardship**

The committee continues to meet monthly to have more time to prepare for the annual stewardship campaign. The committee is in process of brainstorming ideas for how to structure the annual campaign in Spring 2016, which will be potentially different than the “Stewardship Sunday” approach used in recent years.

## **Mark Draa**

No consent agenda items.

## **Rachael Smart**

### **Compassionate Service Team**

The Compassionate Service Team continues to be without a chair. The team met in November to discuss the status of current activities and to get volunteers for additional activities. The team will continue to meet every few months with a different team member leading the meeting each time until a chair has been found. Recent events included Winter Coats collection, Pumpkins for Unicef (done by the 3/4 RE class), Thanksgiving on Every Table (organized by the RE classes). Upcoming events include Christmas gifts for kids (tags will be made by 3/4 RE class). The Hunger Garden and Farm Stand have closed down for the season. The Farm Stand had a very successful season but Lou has decided to step down as the organizer so the future of Farm Stand is to be determined.

CAR Progress – Preparation of the Master List has been started.

### **Systemic Change Team**

UUPLAN annual meeting in State College on Nov. 14. John, Stephen Fueggi and Carol Ballance are attending.

NORTH got an editorial in the paper about our "Black Lives Matter" sign. NORTH is planning a community worship service in January.

Scott, PIIN, and SCT are talking about forming a climate change committee, separate from SCT but under our umbrella.

CAR Progress – The Master List has not yet been started.

### **Children's Memorial Fund**

No report received from CMF this month.

CAR Progress –They are supposed to provide us with a copy of their Charter as a starting point for their CAR. (No further progress on this to date)

## **Randy Minnich**

Sunday Services Team: Our work seems to be going smoothly and on schedule. We don't have any issues to report.

Sound System Team: I didn't get any feedback.

## **Joyce Kepner**

**Governance: nothing for Consent Agenda, regular agenda item**

## **John Brobst**

### **Finance Committee**

Things are looking good with Income of \$116,371, and Expenses of \$94,051. Unless something unexpected arises, the finance committee has decided not meet in December.

### **Facilities Use Committee**

Gatekeeper scheduling remains a problem for Kathryn. She would very much like a chaired group (Wrangler Group) that would relieve her of the worry of finding gatekeepers for specific events. Such a group is needed for more than just gatekeeping. The group could also ready the facilities for coming

events, and restock supplies needed. I've suggested to Kathryn that she write an article for the Intercom & weekly newsletter asking for someone to step up to form such a group.

There are dedicated people doing gatekeeping who really need to be thanked for their efforts. Here is a list of events where gatekeepers were used, and where ones will be needed. As you can see there are a few persons doing most of the work.

- Oct 2 & 3 Pagan Pride Day - GateKeeper: Rachael Smart**
- Oct 10 Vegan Fest - Dave Madjaric**
- Oct 24 Eagle Scout Ceremony - Gatekeeper: Joyce Kepner**
- Nov 14 Member Family Party – Rachel Smart if no one steps up
- Dec. 5 SCA - Fencing Tournament -Gatekeepers: Dawn & Bill**
- Dec 12 Vegan Festival's Holiday Ball - Gatekeeper Rachel Smart**
- Feb. 13 SCA - Classes & Workshops - Gatekeepers: Dawn & Bill**
- Apr 9 La Leche League Conf – Rachel Smart
- May 6 & 7 Vegan Fest - David Madjaric
- May13&14 Gaia Fest- GATEKEEPER NEEDED**
- Aug 5 & 6 Vegan Fest - GATEKEEPER NEEDED**
- Nov 4 & 5 Vegan Fest - GATEKEEPER NEEDED**

Kathryn has found another rental group (Guiding Star Dance Foundation) that wishes to rent 3 days a week (Wed, Fri and Sat) from Sept. through May. They will be renting a room upstairs, but there are 4 days that the upstairs is not available. Linda Moser has agreed to allow the group to occupy Bellwood during those days. Rental is \$85 per day, an annual revenue based on 36 weeks would be \$3,060.

## **Memorial Garden**

Nothing new.

## **Ivan Baumwell**

No consent agenda items.