

USH Board Meeting- November 9, 2021

Present: Rob Spector, Eve Pech, Christina Davies, Jon Covault, Peter Meny, Dana Donovan, Rev. Terry Cummings- Interim Minister, ex officio

Absent: Bob Hewey, Sarah Mckenzie

Guests: David and Janice Newton, Bev and Stu Spence, Jim Venneman, Laura Cipriano, and Kent Jamison (only for a brief time)

Started with check-ins at 6:34pm

6:46- Opening Words: "Chalice Lighting for the Work of the Congregation" read by Rev. Terry

6:47- Rob read the Board Covenant

6: 49- We will ask Sarah to email the minutes and will vote to approve them on line.

6: 52- Acceptance of Council, Treasurer and Minister Reports: Most discussion centered around agreement with UHART to allow parking in our lot until December 1. Also questions about status of pledges compared to pre-Covid times. Thanks to Jim Venneman for report on newly convened Finance Committee. Good news that leak is fixed from Buildings and Grounds and clarification of funds available that were previously tied to sound abatement and may be used for improved lighting.

Open Discussion: Discussion about how to get members who have left USH to return- perhaps a "Bring a Friend Sunday". What do we want to see in the future for USH? Do we want to consider hiring a "developmental minister" instead of moving forward to hire a settled minister after two years? Additional ideas: improved environment for openness and listening; process to be put in place to hire and fire (personnel committee); more volunteerism, growth of RE; a re-established choir; and collaboration with other area churches. Rev Terry recommended that the role of minister's authority over staff (hiring, firing, etc.) be clarified.

7:25-Listening Sessions: Rev. Terry summarized the feedback from the listening sessions, most of which centered on Rev. Cathy and Rev. Heather. Sessions were

attended by a good cross-section of the membership. How do we elicit feedback from those who did not attend the sessions?

7:53- Redesigning our website: Consider making website easier for people to make donations and pledges. Communications Committee of possible 14 members to consider redesign. Will that be an unwieldy number? Rev. Terry suggests we might consider hiring someone with expertise in marketing to redesign our website. We should look at what other UUs are doing for their websites.

Personnel/HR. Committee: We want to learn from the fallout of former minister's termination. How can we do this better? Perhaps expand the H.R. committee to a Personnel Committee. This is a priority as we look to the future.

Guest comments: David Newton made the suggestion that a list of members who have left USH be drawn up and we should contact them to encourage them to return.

8:20- Rev Terry read closing words written by Jan Carlsson Bull.

Next Board Meeting: December 14