



## UUCK Board of Trustees Meeting Minutes May 2, 2024

### Board Members:

Carol Weigand - approved  
David Weaver - approved  
Ginny Horvath - approved  
Heidi Shaffer Bish - approved with minor reformatting edits  
Kara Kramer - approved  
Kay Eckman - approved  
Susanna Smart - absent

### Call to order

**Attendance in-person:** Heidi Shaffer Bish, Kay Eckman, Ginny Horvath, Kara Kramer, David Weaver

**Unable to attend:** Susanna Smart

**Attendance via Zoom:** Carol Weigand

**Guest:** n/a

**Chalice Lighting:** After a brief check-in the meeting started at 7:00 PM with Kara lighting the chalice and Carol offering a reading.

**Agenda Review and Announcements** - Discussed additions and added them below.

### Consent Agenda

- Treasurer's Report: N/A
- MET Report: Next Meeting 5/14

Consent Agenda available for review at future Board meeting.

### Staff Updates

Ginny reported on a very positive meeting with Emily Hall. Emily is interested in continuing as music director and is honored to be asked to do so. She expressed concern that the designated hours are insufficient. Ginny encouraged her to set reasonable time boundaries. The Board is in agreement that we would like to plan for more hours in the future but are financially unable to now. Emily also asked if staff members could be given a stipend in lieu of direct insurance coverage in order to reduce insurance costs. This was discussed but isn't currently an option. Kara and Mary Beth will compose a letter of intent for Emily prior to July 1, 2024.

Ginny shared the good news that we have 17 new members. At a time when many congregations are struggling we are growing membership.

Kara said that we do need to encourage more people to attend the General Assembly as delegates.

Currently, only Heather Prichard has volunteered. Kara will ask Vivien Sandlund and other Social Justice Team members if they might be interested.

Final discussion of staff concerns included the Board's desire to provide fair compensation with the hard fiscal reality that additional money is not available right now. Ginny encouraged church leaders to work with staff and the congregation to be mindful of time boundaries. Kay offered to publicize the entire package of benefits that we offer to our employees at the upcoming Town Hall. Kara recommended making the information available online instead. Kay will also have that information available at the Congregational meeting in case individuals might bring it up to her in one on one conversations. The Board agreed to revisit the possibility of insurance stipends in the future.

## Transitional Ministry Search Update

Kara reported that the Ministry Search Team has 5 interim candidates to evaluate and possibly invite for interviews starting next week. Conversations with Rev. Sunshine about other possibilities (such as contract ministry) are also being explored by Kara as alternatives. Kudos to the Team!

## Policy Updates

No Solicitation Policy:

There was discussion regarding the No Solicitation Policy. It was deemed adequate currently but must be publicized and enforced. The Board went into executive session to discuss matters highlighted in an email from Rev. Renee.

## Bell Tower Repair

The Board has been asked to approve an additional \$6,000 for repairs to the west wall of the tower. Money will come from capital funds. Heidi said we would be wise to act on this request to avoid further, expensive damage. Kay said that the church will receive \$10,000 that will help from a construction bond that was posted with the city of Kent at the start of the Hobbs Hall construction. Heidi moved and Kay seconded a motion to approve \$6,000 for the repair of the west wall. Motion was approved. Jen Gregg has said and the Board agreed that further repair work isn't as imminent and can be postponed.

## Leadership Development & Volunteer Ministry

We are aligned with Leadership Development absorbing the work of the Volunteer Coordinator. We discussed the email from Kathy Kerns recommending this change. Ginny moved that we assign the role of Volunteer Coordinator to the purview of the Leadership Development Team and David seconded; motion was approved.

## Memorial Scholarship

*Will be discussed 5/8/24 after a meeting with Rev. Steven's sister to learn the family's wishes*

## Upcoming Events

- Annual Voting Meeting - May 19
- Rev. Steven's Memorial Service - June 1
- General Assembly - June 20 - 23 - *need delegates*
- Last FY24 Board Meeting - *reschedule?*

## Process Review

The meeting was productive. Kay noted appreciation for our willingness to consider different insurance options. We are kind and open; David commented that there is no triangulation among Board members.

## Extinguish the Chalice and Adjournment

**Chalice extinguished:** Kara extinguished the chalice, and the meeting was adjourned at approximately 8:25 PM.

**Next meeting date:** May 8th, arrive 6:45pm for 7:00 pm start.

**Next Board meeting chalice lighting and offering of readings:** Heidi is on for the next meeting (Carol subbed for Susanna at this meeting.)

Respectfully submitted,  
Carol Weigand, Co-Secretary