

**Minutes**  
**UUFM Board Meeting**  
**June 4, 2020 6-7:44 p.m.**

**Present:**

Tony Filipovitch, President  
Penny Herickhoff, Vice President  
Andy Roberts, Member at Large  
Tricia Nienow, Member at Large  
John Knox, Treasurer  
Faye Mattison, Secretary  
Rev. Rita Capezzi, Minister

**Incoming Board Members, Visiting:**

Kathryn Vonderharr, Member at Large  
Cheiron McMahill, Member at Large

**Not Present:**

Nancy Cramblit, Past President  
Tom Little, Member at Large

**Greeting and Check-In**

**Chalice Lighting and Board Covenant:** We are a welcoming people of diverse beliefs who commit to nourish the spirit, broaden the mind, nurture the earth and build community. May this flame we kindle remind us to strive, today and every day, to love beyond belief.

**Review Agenda for Adds/Revisions:** No changes.

**Visitor's Forum:** No non-Board visitors.

**Consent Agenda:** May Board Minutes, Treasurer's Report, Ministry Report. **Motion to replace "Ministry Report" with "Attendance":** Andy Roberts; Second, John Knox; approved as amended.

**Discussion: George Floyd's Death and Civil Response:**

- ● Demonstrations in Mankato and St. Peter have been mostly peaceful and acknowledge the need to address the issues.
- ● In the Cities, it's gratifying to see so many people helping with clean-up efforts.
- ● Many local cultures are diverse, and people have set up Go Fund Me sites to help businesses recover.
- ● All are encouraged to consider joining the NAACP at \$30 per membership. If 100 join locally, we will have our own chapter. Go to the NAACP website, and identify your location by zip code.

**Ministry Report (Verbal):**

- ● Rita is working to build relationships with Black clergy and Black leaders to learn how she and the Fellowship can be productive and respectful white allies in the work for racial justice. To that end, Rita attended the silent protest marches in the Twin Cities, joined a Zoom webinar about the formation of an NAACP chapter in Mankato, joined the NAACP and signed on to the latest Write on Race initiative of the Greater Mankato Diversity Council. She encouraged Board members to join the NAACP and to participate in this work, and she will advocate for this to our community.
- ● Rita is working with Rev. Lisa Doege on a Flower Communion service for June 7 that

- feels connecting, reminds us of joy and beauty and acknowledges the times we are in.
- ● Other worship in June will center voices of color as part of each service. On June 28, we will livestream the General Assembly closing worship twice, once at 9 a.m. and once at 12 p.m., with an extended coffee hour in between.
- ● The Care Team and the Membership Team are working together to expand outreach and to increase connections with newcomers and returning people attending our services.
- ● Rita is working with Penny Herickhoff and Todd Schweim to develop our website so that more outreach and engagement are possible. This work will continue over the summer, with the capacity for significant changes by September.
- ● Rita appreciates the activities of the Tech Team, though she has not been able to engage with them directly. She added an interest in an FM receiver for possible outdoor services.
- ● The Green Sanctuary Team is busy generating plans and ideas for action. There is some confusion about accountability, and Rita asks that the current and incoming Board Presidents speak with Ted Downey and Steve Kipp about accountability and decision-making.

#### **Discussion: Annual Meeting Post-Mortem:**

- ● No objections were made to the online voting procedure.
- ● We had no complaints in general.

#### **Payroll Protection Act (PPP) Loan Update:**

- ● Nothing has come out of payroll for state income tax in either of the two pay dates.
- ● We were allocated \$27,700. We have about \$3,900 left to utilize. Loan monies must be spent 75% on staff, and 25% max on utilities, mortgage, etc. in order to be reimbursed.
- ● John will ask UUA about pay enhancements. He's looked, but couldn't find any information. To meet the June 14 deadline, he will move quickly to find out if we can give staff a COVID-19 bonus and still be reimbursed.
- ● **Action:** COVID-19 bonus to staff. **Motion to have John Knox move quickly, with input from UUA, to see if we can give staff a COVID-19 bonus and still be reimbursed for the PPP loan. We accept the Finance Committee's recommendation to split the remaining funds, rounded up to \$4,000, as follows: Rev. Rita Capezzi, \$2,000; Linda Ganske, \$1,000; Macey Forsyth, \$1,000:** John Knox; Second, Andy Roberts; unanimously approved.

#### **Action: 2021 Budget Adoption:**

- ● Contributions have continued to come in, including some anonymous contributions.
- ● Penny said other congregations are being much more aggressive in making it easy for people to contribute electronically on Sunday via Venmo and other means.
- ● So far we've been sending people to our website. One person has been contributing weekly, but he has not been able to join our Zoom meetings, and Rita doesn't have contact information for him.
- ● John commented that UUA advises that we view this budget as an interim budget, to be reviewed in September.
- ● John put \$5,000 into Technology; approximately \$2,000 was left in Technology from last year.
- ● Child Care personnel will probably not be needed until May 2021, but we may need a Custodian for cleaning. We will preserve the Choir Director budget line, but currently this money will be spent on related technology. After twelve months, we can kick in 7% to the CFD Director's pension, and we will add more later.

- ● **Motion to adopt the interim budget, with a review in September.** John Knox; Second, Andy Roberts; approved.

#### **Discussion--VENMO Adoption:**

- ● The Board discussed ways to make it easy for people to contribute. Andy says VENMO is easy to use and popular, with a 3% charge if contributing with a credit card. We'd just need a line giving people the link. Younger people are probably already familiar with this app.
- ● Sarah Sifers will help Rita set up VENMO, and John will get the numbers to them.
- ● We have a Paypal link on the church website. Paypal owns VENMO.
- ● Rita will add an offering time to the service.

#### **Discussion--New Board Training Agenda:**

- ● Tony will send incoming Board members his agenda: UUFM Board of Directors Orientation to Board Work. The agenda will include resources, and incoming members will have access to Dropbox. Tony will introduce cultural identity. John will discuss stewardship, the budget and personnel. Rita will cover staff with covenants, shared ministry, spiritual practice, etc.
- ● There will be discussion of how hiring a full-time minister has changed how we operate, as we move from a family-sized congregation to a pastoral-sized congregation.
- ● Training will be Wednesday, June 17 at 5 p.m.
- ● New Board members will also be able to attend the weekly check-ins on Wednesday.

#### **Discussion--Attendance and Ways to Identify Visitors:**

- ● Penny said the Connections Team followed a process when people visited on Sunday. Now when people visit our Sunday Zoom service, we need a way to invite them to give us their contact information, perhaps via Chat.
- ● Tony suggested creating boilerplate language for Rita to update, including thanking those who are contributing on their pledges.
- ● Rita suggested that one possibility is to ask visitors to contact the minister. She suggests we ask other congregations how they handle this. Rita hasn't seen any conversation on this topic in her minister's groups. Penny will bring it up at her next UUA virtual meeting with Lisa Presley.
- ● Penny feels we need a list of our attendees, Hanska attendees/members and other attendees.
- ● Penny will write to Zoom about the attendance feature. Andy said Zoom used to do this, but they took it away due to privacy concerns.

**Motion to Adjourn at 7:44 p.m.:** Andy Roberts; approved.

#### **July Board Meeting:**

- ● Our next Board meeting will be on **Thursday, July 2, 2020, at 6 p.m.**