

## February 17 BOT Meeting

### Attendance

Karen Noorani

Sheryl Skifstad attended the meeting virtually via Skype

Matt Briddell

Mary Johnson

Kristin Huston

Joy Simon

Alan Greenland

Jeanie Michalec

Mike Berry

Rev. Hilary Krivchenia

Eileen Wiviot

### Guests

Bruce Bezella- Nominations committee

The meeting was called to order at 7:08. Sheryl Skifstad presented the opening readings from the book "The Promise of a New Day"

### Consent Agenda

The following consent agenda items were presented for discussion.

1. Jan. BOT Minutes
2. Feb. Finance Committee Minutes
3. Jan. Financial Statements
4. Jan. and Feb. Ministry Council Minutes

Mary Johnson moved to accept the consent agenda items. Joy Simon seconded, and the motion passed unanimously.

Minister's report: Hilary has met with Wellness House and was very impressed with their flexibility and willingness to accommodate. Hilary indicates that they would be willing to share the costs of using the building, and they have the personnel in place to move forward with their expanded sessions in the spring. Hilary and Eileen also recently attended a planning commission session in Rolling Meadows in support of a local Islamic center that is looking to expand their facilities. Hilary also plans to attend the commission's next meeting.

The executive team is trying to move the Strategic Plan forward to the point where forward steps can be taken. They have been waiting for additional input from the Ministry Council, which they expect to have by next month's meeting. Karen also attended the Worship ministry's meeting. The other ministries have yet to meet.

Sheryl is planning another Hospitality team gathering in March. Additionally, Scot Giles is willing to present his situational awareness training session for ushers and greeters in March, potentially on March 20<sup>th</sup>. Karen will also ask Scot to provide a copy or summary of his materials for the Board.

There were no updates from the Foundations ministry.

The Personnel committee has been getting personnel policy documents together and may be able to present them to the board by April. Hilary will bring some of the current materials to the Board by next month's meeting.

Kristin Huston arrived at 7:28 pm.

Kristin has been looking into the costs for installing additional exterior lighting on the side of the building, by the RE entrance and the dumpsters, which is an area that is especially dark at night. Mark Huston contacted several companies regarding overall costs, but discovered that there are several areas along the back of the building where lighting will need to be installed all at once. Mark is going to go back to the companies to see what the costs would be for just the area by the entrance, since that is the area that most needs attention at this point.

The magnets for the RE doors have arrived, and Jules is looking to get a time to meet with the RE instructors and parents about them. They have not yet been installed.

The canvassers for the Stewardship campaign are starting to canvas their individual congregants. Members of the board will also be stepping up to cover some of the individual congregants who are not yet scheduled to be canvassed.

### Ongoing Business

#### Budget

Alan, Mary, Karen and Rev. Hilary met with Jeff Philips and Tom Curtis from the Ministry council to go over the current version of the preliminary budget. Among the things that came up were several increases for utility costs and safety inspections. This group will be meeting again in March. Karen reminded everybody of the need to keep the process transparent as we continue to shape the budget.

#### Strategic Plan

The various ministries are continuing to shape and develop their vision for implementing the strategic plan. The board expects to have enough feedback by the next board meeting in order to implement some concrete steps to begin to implement the plan.

Karen asked the board members to review the vision plan and primary goals for the Strategic Plan and be ready to have some more discussions about the plan at the next meeting.

### Annual Meeting Preparation

Karen's goal for the next meeting is to have some initiatives for implementing the strategic plan that can then be presented to the congregation prior to the annual meeting, as well as to have the annual meeting packet created and delivered to the congregation prior to the annual meeting itself.

### North Property

Mike Berry has not yet heard back from Access, but his impression is that the property would not be an ideal site for them, as they are looking for commercial space and the north property is currently zoned as residential space. Also, there is not much point in talking with the Palatine zoning board regarding rezoning without a solid plan for how the property will be used. Mike Berry will work with Laurie Lantz to develop a Pro/Con list of reasons for keeping and selling the property.

### New Business

The Finance committee is recommending that the BOT authorized Phase 2 of the masonry work, at a rate not to exceed \$10,000.00. Phase 1 has already been completed, and Phase 3 is anticipated to occur in the next budget year. There is a possibility that by combining Phase 2 and Phase 3, we may be able to reduce the overall costs. The board agreed to table this proposal until next month's meeting.

Karen reviewed the policy manual regarding the church's outreach policies. Currently, we have policies regarding costs for outside groups and members, but no policies for outreach partnerships such as our partnership with Wellness House. Karen is recommending revising these policies, defining new classifications of partnerships for groups that either rent space in the church without contributing to the costs for the building and those that rent space and do pay a cost, and establish a daily rental cost for the building based on these codified categories. Karen, Mike Berry and Matt Briddell will handle the work of this going forward.

Wellness House is preparing to expand their programs in the spring. We have reviewed Wellness House's memorandum of understanding and have suggested some changes.

Karen Noorani moved that the Board continue to support the additional pilot programs from Wellness House with the understanding that the usage fees will be determined and that the Memorandum of Understanding will be revised and accepted by Wellness House in accordance with our suggestions. Alan Greenland seconded the motion, and the motion passed unanimously.

Expanding the outreach policy to include signage: As it currently reads, the outreach policy implies that there are several steps that members have to take if they want to display signage on the church property (ie promoting particular events, issue-oriented signage or permanent church-identity signage).

Specifically, we have received a request from members of the congregation to display a "Black Lives Matter" banner on the property. Since this would entail speaking on behalf of the entire congregation, rather than a specific public communication, the entire congregation would need to have input on this.

Jules Jaramillo has drafted "Nut-Free Congregation" procedures in response to the needs of several RE families. The Board reviewed and discussed the proposed procedures. While some members expressed concerns about the implementation of these procedures, a majority of the board members agreed to support further study and implementation church-wide on Sunday mornings when RE classes are being

held. Subsequently, Jules and Hilary held further discussions about the procedures with some of the various groups that would be affected by these new procedures such as the Fair Trade sellers. Additionally, a church-wide email detailing the new procedures has been sent to the congregation. Hilary and the staff will communicate with local schools to see what is standard practice as far as specific steps that can be implemented.

Karen encouraged the Board to consider attending either the regional or national UUA conventions in April and June, respectively. The regional convention is being held in St. Paul, MN and the national convention is being held in Columbus, OH.

Mary Johnson volunteered to do the readings for next month's meeting.

Sheryl Skifstad shared the closing reading.

The meeting adjourned at 9:13 PM.