

Meeting was called to order at 7:00 PM on the 17th of August 2020

Board Members present:

James Taylor, Chip Wall, Paul Arnold, Will Gallmeyer, Win Irwin, Brad Miller, Jean Bahle, Shellie Jeffries, Kristin Mayer, George Zuiderveen, Amy Preston, Kathleen Higgins, Steve Depolo, Katie Mitchell.

Board Members absent: Geoff Kempter,

Staff present: Melissa Hoezee, Christopher Roe, Melissa Hoezee

Guests who commented or made reports: Penny Barstow, Peter Lundeen, Kirsten Lundeen, Marie Penny, Sharon (?)

Chip welcomed Rev Mariela who gave the "Call to Community"

Congregant Comments: Penny Bartow questioned the status of Kim and Virginia and was concerned that no reason was given for their dismissal. Sharon wants to know who would be taking over for Kim and Virginia's duties. Marie Penny was concerned about who people should talk to in regard to memorial concerns.

Covid Coordinating Team update: Peter Lundeen said the Committee meet on the 13th of August. He noted that the trend is at a level too high to change the recommendation to not open up the church. Kirsten Lundeen reported that the recommendation is allow no more than 10 people in the church at one time. Rev. Mariela noted that even outside events are too hard to control safe distancing guidelines. Kristen asked about a small wedding that took place in July. Rev Christopher noted that that event highlighted the problems of enforcing safety rules and future weddings were put on hold. Chip asked about the numbers that the CCT is looking at when making their recommendation. Peter noted that the State of Michigan does allow religious organizations to meet but we choose to be more restrictive. He said the Committee is looking at the rate of hospitalizations as their guiding metric for now, and is looking into how to communicate progress to the congregation. George asked about the test wedding and Christopher said that masks were not worn and people did not distance themselves. Connor did make recommendations on how to have safer events moving forward. The Committee decided it was not worth the risk. Peter suggested that when we open up in January, that there be a significant effort at educating congregants and staff. Brad thinks it wise to remain cautious and asked about the Corrine Cary memorial service. It will be postponed until next summer. Chip noted that the staff is already screening people when they come in. George asked about the possibility of an existing video link and/or self produced video that was discussed at our June meeting. Kirstin did not think making our own video is practical at this time.

Nominating Committee Report: Kathleen stated that the Committee consists of herself, Jean and Katie as well as Judy Botts, Pat Emms and John Willette. She noted that Jean and Paul have finished their second term and are no longer eligible. Katie is eligible for a three-year second three-year term and has agreed to run. James and George were filling in for members that resigned and both agreed to run again. Kathleen stated that there are five slots open with three current members running. Two new people will be needed. They are looking to identify four to five new people to have a total slate of seven to eight people. The Committee looks to solicit suggested nominees and will have their own e-mail address (nominating@fountainstreet.org) Board members are encouraged to make suggestions for potential nominees. Kathleen will send communication materials to the staff for posting on web site and e-mail newsletters. Paul asked about a statement of roles and responsibilities. A written statement is available and will be posted as well.

The Secretary of the Board presented the minutes of the last minutes. Jean noted that Kristen should be replace with Kirsten as the Chair of the CCT. Win move to approve minutes and Brad seconded. Motion carried.

Properties Committee: Kirsten and Matt Riegler are co-chairs. The major project was to renovate the ministerial offices including sound proofing the old Board Room and repurposing it as Mariela office. Fred's old office was redone to accommodate Christopher's needs as well as the space between the two offices. Mariela noted that the reason for the change was to promote greater coordination and a more suitable space for pastoral care. Kirsten said that the budget of \$10,000 included painting, carpeting, telephone and computer and electrical work. The work went \$2100 over budget. Will G. asked about the process of exceeding the budget. Matt stated that some changes were made to bring the building up to current standards. Mariela noted that the better lighting will help with video productions necessary because of the hybrid nature of our covid-19 circumstances. Matt said there is a fair amount of money left over in the Properties budget. Tower repair is still needed. Win noted that the Board approval of the budget was needed because of our transitional timeframe. Kristen asked about the potential Sacred Spaces grant for Bell Tower repair. Kirsten noted that the grant was rejected because the work was not consistent with the Sacred Spaces criteria. A donor has offered to match the funds needed for the Tower repair when it is done. Win noted that grant money is available for "mission" and community building projects.

Financial Committee Report: Win stated that the income is off by about \$52,000-ish, Pledges are off \$42,000, Contributions of Record and Rentals are both off by \$8,000 each. The auction and other income added \$5700. Our expense are down \$72,000 because we have been in shut-down. Income over expenses is at \$132,600 but much of that is because of the one-time \$95,000 Foundation loan and 150th Committee donation. Cash was transferred to Midwest Capital so we could get interest on it. The \$95,000 PPE loan is contributing to our cash on hand. Forgiveness of that loan is possibly forthcoming. Cash reserves is at \$44,000. We are meeting with auditors in the next few weeks and Win will report on that at the next meeting. Win and Melissa will begin to work on 2021 Budget which will then be reviewed by the Committee and then the whole Board. \$10,609 was recovered from a legacy Insurance policy. Will asked if the payment was a claim and Win explained that it was for an individual life policy with the premiums being paid by the church. Amy moved to accept Financial Report. Jean seconded and the motion carried.

Stewardship Committee Report: Paul noted that the Committee has met twice in the last month to set the stage for the upcoming campaign. The Committee will need help from staff to determine the types of programs that will be offered in the fall. Paul noted that the language and timing of the campaign will be looked into. Paul invited any Board member to participate in the plann effort and also noted that part of the responsibilities of Board members is to help with fund-raising.

Staff Report: Mariela stated that her 1st 6 weeks on the job has been dedicated to talking with Fountain Streeters to hear their needs and dreams so that the staff can put together programs for the fall. This includes Sunday and Wednesday services plus the education programs. The staff will be able to communicate some of these programs within the next 10 -14 days. She is also working on an ART-ticulation of the future vision of the church using art and music as well as words to communicate this vision. Christopher explained that they have been hard at work planning how the Fall "Virtual Church " will look like. Some programs will be produced in-house like "Mindfulness for Families" and others will be from outside sources like Planned Parenthood. Christopher addressed the staffing changes and people's concerns about them. Mathew Cockrum will be taking on the roles and responsibilities that Andy DeBraber and Dave Smith performed. Christopher will have expanded duties in addition to the education programming. Mariela noted that for legal reasons, she can't discuss why certain people were laid off but it was a difficult decision. People should come to her with any memorial needs. Communications will be handled more as a team effort with Conor taking the lead in certain areas. Will asked for more detail on the staffing changes and Chip noted that some of this can only be talked about in a private session because of sensitive personnel issues.

New Business: Paul presented a motion for the Board to consider. "Whereas the Fountain Street Church Senior Minister Search Committee utilized the services of the Unitarian Universalist Settlement Office and benefited from their generous advice, resources and protocols at no charge, I move that Fountain Street Church acknowledge their assistance with a contribution of \$2,000 to the UUA organization." Win seconded and noted that the Finance Committee endorsed the motion. Kristen asked if the amount was comparable and a meaningful about. Paul said the amount maybe should be more since the use of an outside consultant would been up to ten times more. The motion carried.

Amy moved that we move to a closed session to discuss personnel issues. Motion carried.