Unitarian Universalist Congregation of Sterling
Board Meeting Minutes
June 6, 2018

President	Koren Barwis	**Vice President**	Albert Pucio
Secretary	Teagan Kutz	**Treasurer**	Karen Hawley
At Large	Ben Freidson	**At Large**	Paisley Ashland
At Large	Nancy McCormick		

Also present: Rev. Wayne Arnason, Linda Weaver, Zubair Suri, Hannah Hamilton, Sharon Williams, Kim Fitzgerald, Lisa Winter
Absent: Nancy McCormick

6:30 - Reading & Check-In

6:40 – New Board Introductions

6:50 – Annual Meeting Planning
Some controversy re: bylaw change regarding the "requirement" to pledge or get a waiver. Will hold the Rev. Wayne's alternative change in reserve should we need it. Vote on all bylaw changes unless it becomes obvious that a bylaw change should be voted on separately.

7:00 – Take a Knee Video
Individuals within the congregation would like to create a video with regard to the "take the knee" issue. Lisa Winter spoke on the idea/concept Question of authorship… video being created by UUCS? Or a group of members from UUCS? Decision made that video authorship is *not* UUCS as a whole, but rather members.
Also questions of how video is distributed… via our website? FB? etc. Video would be on YouTube, along with a potential #uucs hashtag. Communications Team can decide where to post.

7:15 – Summer Minister/Interim Minister Plans
- Megan Matheison – summer guest minister, will visit this weekend, first Sunday is July 8th. 6 Sundays (not necessarily contiguous) over the summer
- Rev. Alexa Fraser – next year's interim minister. Will start on the 15th of August. ½ time.
- Will need to determine if Alexa can be the "COO" based on language in her contract, saying that she is not

7:25 – RE Update
- Linda: next year is the time to do OWL. Looking at delaying it, due to volunteer issues. May look at having ours in the UU Loudoun program?
- Backpack Coalition – we owe $70. Will settle that up. Probably not happening next year – financial constraints. Did not get the grant, would need to raise some money as well, likely $1000 - $1500.
- Ben presented the RE survey results. Heather and Stephanie will be co-chairing RE. Rachael Roman will be a Youth Advisor with Adam Winter also assisting. 1-4 program as usual. Exploring having no middle school RE, involving those kids more in the service. Some volunteer burnout… likely scaling back on multigenerational events (no one wants to own it)
- Council will write job description for RE hire and handle hiring… Rev. Alexa will also likely participate.
- Linda's last day – June 30th
- Zubair pointed out that we need to have contingency plans based on the difficulty in finding a new hire as well as volunteers.
- RE Coordinator: probably 10 hours per week. 4 or so on Sunday, 2 other days with 2-3 hours

7:40 – Finance Update
A little light on pledges which have come in… attrition will be around $12-14k. Still looking for an Endowment chair. Mike McKay may take on a quasi-chair role as Finance, Paul may "act" as Treasurer. Need to determine who the person the Board would go to when they have financial questions.

7:45 – Membership/Blue Books
Karen: membership team, blue books. Purpose was tracking attendance at 2 services. Proposal to not do the blue books. Blue books

7:50 – Minister's Report

- Board bought into Soul Matters from Minister's report
- Invite feedback on the leadership training agenda – 17 people attending. New Board, old Board, Worship associates, others
- Social Justice training opportunities – revitalize social justice/outreach – Sacred Fire's SJ training for congregations. Needs to be someone to step up and lead Social Justice.

8:30 – Calendar

- Leadership Meeting – June 9th
- Annual Meeting – June 10th
- New Board – first meeting July 10th

Action Items:

Wayne will send the Board staff management estimates
Karen – delineate what the roles of the Finance team is (who does what)
Wayne – reach out to WA to remove blue book language from script