

**First Unitarian Universalist Church of Winnipeg
Minutes for October 5, 2021
at 7:33 pm via Zoom**

In attendance: Marlene Schellenberg, Esther Kathryn, Tanya Brothers, Peter Miller, Jim Gardiner, Marjorie Doyle, Ryan Spies ,Rev Meghann Robern, and Janine Reid

1. Opening Words and Candle Lighting – Jim read the opening words and Marjorie lite a candle.

UUCW Board Covenant

As members of the Board of Trustees, we covenant to keep the best interests of the congregation at heart and to carry out the trust placed in us as guardians of the Mission and Principles and as stewards of the resources of our church.

2. Discussion to share the SMT Report with the congregation: consider individual thoughts of Jim, Marlene and Peter on releasing the report.

A very thorough discussion was held with each person giving their opinion on releasing the SMT report to the congregation. Discussion included full or portion or even redacting part of the report. In the end it was decided it was the whole report.

The first decision was to write an Executive Summary to be released to all members of the congregation with a link to the full report for those wishing to read it on the Members Only section of the website..

The report will be sent beforehand to Liz Redston, Larry Phillips, Peter Hill-Carroll and Lauren Bailey. The purpose of meeting with P. H-C is to address isolation; to educate the Board and PHC, et al.; meet with empathy and hear the impact of the last few months; assert that the harmful actions and behaviour must stop. All of the above will then be offered the opportunity to have a zoom meeting to discuss the report.

Marlene, Jim, Peter, and Tanya will work on the Executive Summary and then send for input from the rest of the Board.

Afterwards the plan is to have a town hall with the entire congregation to discuss the SMT report and next steps to be taken. We will need input and support from the congregation. This is not something the Board can work on just themselves. We have many experienced people in the congregation who can help.

3. The Board intends to establish working groups to create policies for handling conflict:

- Safe Congregation Policy
- Disruptive Behaviour Policy
- Revised Covenant of Right Relations
- Confidentiality Policy for the Board

Motion:

Tanya Brothers **Moved** and Jim Gardiner **Seconded** that an Executive Summary be prepared. **Carried.**

Motion:

Janine Reid **Moved**, Peter Miller **Seconded** that the full SMT Report be posted and given access to members on the Members Only section of the website. **Carried.**



Jim Gardiner, President



Marjorie Doyle, Secretary