

**First Unitarian Universalist Church of Winnipeg**  
**Minutes of the Meeting held September 21, 2021**  
**at 6:30 pm via Zoom**

In Attendance:

Jim Gardiner, President, Rev. Meghann Roborn, Peter Miller, Treasurer, Marjorie Doyle, Secretary, Tanya Brothers, Esther Kathryn, Janine Reid, Marlene Schellenberg and Ryan Spies

**1. Opening Words and candle lighting**

Diane Pearce from A team gave some opening words. Blessing we are safe in this difficult time.

**2. A Team**

Paula Kierstead and Diane Pearce, who are co-leads of A team gave a presentation.

Jim offered thanks for their work. Paula and Diane shared that there are 14 people on their list to help with making our church accessible. Originally the work started to get the elevator installed but soon turned to other issues such as the parking lot. They have given workshops, written articles and given sermons to educate.

On Saturday, November 6<sup>th</sup> the CUC is offering a workshop on Communities and Mental Matters. It is hoped that people from the congregation attend as this workshop goes towards our certification. This workshop is open to both members of the church and others who have an interest.

There are many issues that the church needs to look at for example hiring practices, different abilities should not stop someone from being hired. Another item is that our Fire alarm system makes noise but does not have flashing lights. There are grants that can help with having this changed.

The committee is looking to not just have our church involved but the community. Try to be a force for change in the community.

Janine will continue to be an advocate on the board for the A team and keep the board informed of their progress.

**3. Check In**

Everyone used bud, flower and thorn as their check in.

**4. Additions and Adoption of Agenda**

Liz Redston had sent a report asking for approval. Interviews re DFLD will be held soon and clarification and assistance re questions are needed for interview prep. We also need some suggestions on how to keep on track and remove some responsibility from the board re committee reports.

**Motion:**

Tanya Brothers **Moved** and Marlene Schellenberg **Seconded** that the Agenda be Adopted with additions. **Carried.**

**4. Acceptance of Minutes of Meeting held June 15, 2021 and September 9, 2021**

A question was asked whether a letter had been sent to Lauren Bailey. Answer, no, not as yet.

The email vote taken on August 17<sup>th</sup> needs to be ratified.

**Motion:**

Peter Miller **Moved** and Marlene Schellenberg **Seconded** that the Minutes of the Meeting of June 15, 2021 be accepted as distributed. **Carried**

**Motion:**

Ryan Spies **Moved** and Peter Miller **Seconded** that the Minutes of the Meeting of September 9, 2021 be accepted as distributed. **Carried**

**Motion:**

Marlene Schellenberg **Moved** and Jim Gardiner **Seconded** that the Minutes of the Meeting of August 17<sup>th</sup> be accepted as distributed. **Carried**

## 6. Ratify Motion re Repairs to the Building

Vote Taken Via Email:

**Tanya Brothers Moved** and **Peter Miller Seconded**, the spending of a maximum of \$40,000.00 for;

- (a) the repair of property damage to the church building, as described in the Facilities Liaison Report, August 2021;
- (b) the work required by our insurer to be in accordance with our policy; and
- (c) the work required as noted in the Fire Prevention Officer's non-compliance report.

The required amount will be funded from Capital Campaign savings (which were \$51,971 at the end of August, 2021).

Carried

### **Motion:**

Marjorie Doyle **Moved** and Jim Gardiner **Seconded** that the Email vote regarding the spending of a maximum of \$40,000.00 on various issues at the building be accepted as distributed. **Carried**

## 7. Reports

### 7.1 Minister's Report

An addition to the published report is to look at SMT's recommendation that the church adopt a Disruptive Behaviour Policy as soon as possible. A congregant has been causing harm during the breakout sessions after church. We do not have a policy that helps us deal with these kinds of

issues. At present there are no consequences. A couple of the board members were present to hear some of the statements and questions being made by this congregant.

Several board members offered to speak to the congregant. Janine offered to start an online conversation to develop a policy and Peter and Ryan are also willing to help. Another congregant offered to speak to this person first so will go that route first and if other help is needed Rev. Meghann will talk to the board.

The board needs to brainstorm over Rev Meghann's fellowship report which needs to be submitted in November. A plan needs to be devised as to how to divvy up the report and answer the questions.

Rev Meghann wants the bookkeeper to provide a monthly report on her expenses so she can balance her expenses. This is currently a volunteer position so Rev Meghann wanted permission from the board to proceed. Ok was given.

## **7.2 Director of Lifespan Faith Development (DFLD)**

No comments re Andrea's report at this time.

## **7.3 President's Report**

Jim had one thing to add to his report. The question of adding a 9<sup>th</sup> director was discussed at the last meeting. Jim is recommending that we not proceed trying to find someone right now. Tanya nominated Marlene as Vice-President and she has agreed if we look at changing our terms on the board from three to two years with a maximum of six years.

We need to start tracking changes to the by-laws. Liz Redston presented an updated facilities use policy. We need to establish a governance working group and a problem solving group. Peter and Jim are willing to work on that.

Jim contacted a contractor today as recommended by Liz Redston that works with AED's, smoke detectors and alarm systems. They are going to give us an overview of what is required so that we can get quotes from other contractors.

A discussion was held regarding music at church prior to Sunday Services. This needs to be presented as an idea to the Sunday Services committee.

## **7.4 Treasurer's Report and Cluster Report**

The board was asked to consider lowering the rental supervisor's hourly rate from \$15.00 to \$20.00 an hour. Tanya and Peter will craft an email showing how much we would save and

whether we would be paying an appropriate wage. This will provide a starting point for a discussion via email.

## **7.5 Properties Report**

Tanya is amending her report to add two pieces to speak about today – work ongoing and getting contracts developed.

A congregant, who worked for Elections Canada on September 30<sup>th</sup> remarked that Darlene Payne went above and beyond to make sure everything needed that day was provided. She made three trips to the church to solve issues. She arrived at the church at 6:30 am to open up and came back at 10:30 pm to lock up.

Tanya offered a special thank you to Liz Redston, Darlene Payne and Michael Thiessen.

There are many people to thank so we need to get going on that.

### **7.5.1 Discussion on Filling Positions of Director and Vice President**

This was discussed under the President's report.

### **7.5.2 Discussion on Matrixes that Tanya and Marjorie supplied.**

Tabled for now.

## **7.7 Discussion on DFLD position vacant November 1, 2021**

A discussion was held regarding a parting gift. The church will designate a certain amount of money and ask for donations from the congregation. If that goal isn't met then money from the discretionary fund will be used. This is a gift that is not eligible for a tax receipt from congregants. Suggestions were given.

Interview questions have been drafted and Marlene will send back feedback. Candidates might have some questions as well and the interview committee needs to be aware of that and ready to answer e.g. committee structure. The salary has been researched. There are four people on the interview panel which includes Rev. Meghann who we anticipate will be able to answer many of the questions asked.

## **8. Items Arising from the Minutes**

### **8.1 Strategic Review**

Too heavy to discuss right now. We will first look at the ten go forward items on the last page of the report. Champions are needed to carry things forward.

## 8.2 Hybrid/Multiplatform Church Services

No update at this time.

## 8.3 Summer Review of Google Drives and Slack

We will schedule this during our retreat and board training.

## 9. New Business

We need to set up some groups to look at the governance and healing process. Rev. Meghann wanted everyone to be aware that she had both apologized in mediation and the board re the discussion at the March 2020 board meeting but keeps hearing that she hadn't. Groups may not be the best way moving forward. We need to put time aside at a board meeting and work together. Apologies have not been finished. The whole congregation needs an apology. There is a lot of unrest, conflict and hurt. The Board needs to take leadership and take some care and wrapping our arms around the congregation. Do not want to lay any blame. Find a way to openness in a loving, truthful way. Marlene will start the ball rolling. Need to know who lowered their pledges and perhaps some phone calls can be made.

## 10. Executive Session

**Moved** by Tanya Brothers and **Seconded** by Jim Gardiner that the meeting move into an Executive Session. **Carried.**

Discussions were held about an art policy for the church as well as a gift for PJ. Moved back into the regular session.

**Moved** by Jim Gardiner and **Seconded** by Ryan Spies that a gift up to \$150.00 be purchased from the board discretionary fund. **Carried.**

## 10. Motion to Adjourn

**Moved** by Marlene Schellenberg and **Seconded** by Ryan Spies that the meeting be adjourned. **Carried.**

## 11. Closing words – read by Jim

Next month Esther will supply the opening and closing words

**Next Meeting is October 19<sup>th</sup>, 2021**

Signed on October 19th, 2021

A handwritten signature in cursive script, appearing to read "J Gardiner".

Jim Gardiner, President

A handwritten signature in cursive script, appearing to read "M Doyle".

Marjorie Doyle, Secretary