

First Unitarian Universalist Church of Winnipeg  
Minutes for Meeting held October 19, 2021  
at 6:30 pm via Zoom

Present: Jim Gardiner, President, Marlene Schellenberg, Vice President, Peter Miller, Treasurer, Marjorie Doyle, Secretary, Minister Rev Robern and Members: Janine Reid , Tanya Brothers, Ryan Spies, and Esther Kathryn

1. **Opening Words and candle lighting**

Esther from the Grey Hymnal: #453

May the light we now kindle

Inspire us to use our powers

to heal and not to harm,

to help and not to hinder,

to bless and not to curse,

to serve you, Spirit of freedom.

*Passover Haggadah*

2. **Check In**

One word check in.

3. **Acceptance of Minutes of Meeting held September 21st, 2021 and October 5, 2021**

**Motion:**

Jim Gardiner **Moved** and Peter Miller **Seconded** that the Minutes of September 21<sup>st</sup>, 2021 be accepted with changes re spelling of Ryan's last name and amount for rentals supervisor salary.

All in favour. **Carried.**

Acceptance of the October 5<sup>th</sup> meeting will be held over until the November meeting.

4. **Reports**

4.1 **Minister's Report**

No further additions.

4.2 **Director of Lifespan Faith Development (DFLD)**

No further additions.

4.3 **President's Report**

Does FUU have a business or charitable license. Peter will check into it. There is a place we can apply for a \$5,000 grant for IT for presenting multiplatform and hybrid services. IT is for audio visual, computers etc. Cannot be used for salaries. Peter will email Larry to ask the question.

Jim gave an update on Fire Safety. He talked to the fire prevention officer and we have an extension to the end of November. Jim was in yesterday morning and cleaned up the paint room. It is now cleaned out and insulated.

Jim had put in his resignation and was asked by number of people to stay on for a bit and was affected by emails received by two congregants and the depth a change at the board level would do to the community. He will stick around for a month or two more. Best for the congregation/community. When board feels ok or stronger Jim will need to step away.

#### **4.3.1 Timing of Reports to Shared Folder**

Everyone is asked to try and get their reports in one day prior to the Executive so that at the Executive meeting we would be able to create an agenda based on those reports. Liaisons would have meetings with their cluster teams. If we had the majority of the reports a head of time we would be better able to time the BoD meetings. Pressed to get it done sometimes. Do we need a time keeper and up an efficiency group?

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

##### **4.4.1 Audited Financial Statements – date to present to congregation –**

**Action items:** We need to schedule our fall financial statements review meeting and get advertising out for it. The Board chose Sunday, November 21<sup>st</sup>, 2021. Need to plan for that meeting. Put in all church email on October 19, 2021.

We need to identify a Stewardship lead.

#### **Motion:**

Peter Miller **Moved** and Marlene Schellenberg **Seconded** that we accept the June 30, 2021 audited Financial Statements prepared by Scarrow and Donald and recommend their acceptance at the fall financial statements review meeting. **Carried.**

#### **4.5 Properties Report**

Tanya asked if Jim or Peter give an update on how the work is progressing. Painting is all done except for one window. Michael will paint that. The work on the roof will hopefully be done this fall. If not this fall or this spring. Michael and Jim will check the roof. We have to a better job of taking the snow off the roof. All of the mortar is done and looks good, flat roof got missed and so we are holding back payment as the sub-contractor agreed that some sections were missed. They are now in the basement building bulk heads and it looks good.

#### **4.6 Discussion on Matrix that Tanya supplied and Skills Matrix supplied by Marjorie**

The matrixes supplied by Tanya and Marjorie were combined by Marlene to provide one form. Not everyone has filled it in. We do see some gaps – e.g More variety in age groups would be good, there is no parent of a child in RE on the board. We need professional skills and experience with fundraising, finances and marketing. Property Management and UU Spirituality are missing as well. We will look at participation in Well Springs, as there is no Lay Chaplaincy either. Ryan has lots of IT experience and he will offer his expertise to the Multiplatform team. Tanya has expertise with Risk Management.

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

#### **5.1 Board Support for Rev Meghann**

One of the options that was in the SMT report and suggested for the executive summary was Board support for Rev Meghann. The Board needs to decide if it is going to be done. A letter has been drafted re SMT report, in it we discuss loyalties. Express loyalty to congregants, people, minister who do their best to live UU principles.

Rev Meghann expressed her concerns about moving forward. Hopes and dreams for the future. Is there going to be a specific statement re support?

#### **5.2 Board Retreat**

Jim will start an email thread or doodle poll to come up with a date.

### **6. New Business**

#### **6.1 Disruptive Behaviour and Conflict Resolution Policies**

##### **6.1.2 Working Group to be Set Up**

Marlene and Peter talked to Rev Linda Thomson re conflict in the past and said yes there has been. She provided an exit interview with a departing minister. This congregation has a long history of problems with conflict. Marlene will share the report but we must ensure that this report is meant only for the board.

Rev Meghann stated we don't have shared values and can't deal with the conflict with just adopting a policy and we as a congregation have to do hard work. That's how we will learn. We need to set up working groups.

We have an opportunity to perhaps use from some staff funding. Hire a consultant to lead us in a whole congregation discussion to do that work and talk about why it's so important.

There is a binder that is available with work done by a previous board so we should search that out. Andrea has put some info in a shared drive.

Can we put something in place for the time being with a plan to move forward? We haven't done the learning on how to handle conflict.

Question asked: Can we pass a policy that this going to be followed and then at the next AGM have the congregation to discuss. Use as a model and say we're going to be working on. Gets at developing shared values. Won't get 100% agreement so we need to be prepared for push back.

Janine willing to put something together to share. Board selected a model, continue to work and inviting the congregation to form a policy for us to review. Going to continue to work with it to make it our own. Add one more dimension, there be different participation by different groups. Develop an educational component of the policy.

**Motion:**

Ryan Spies **Moved** and Jim Gardiner **Seconded** that we present the Disruptive Behaviour Policy of the Calgary Unitarians to the congregation as a model, and invite the congregation to take part in crafting a Disruptive Behaviour Policy of our own. All in favour. **Carried.**

Marjorie will contact Karin to set up the following email address to receive feedback: [Renewal@uuwinnipeg.mb.ca](mailto:Renewal@uuwinnipeg.mb.ca). Follow up. There is a board address and it is [board@uuwinnipeg.mb.ca](mailto:board@uuwinnipeg.mb.ca) so we won't use the one above.

Board response to the SMT report is to be a separate report. Board summary of the report is different. We will send them out as two separate documents.

**Motion:**

Tanya Brothers **Moved** and Marlene Schellenberg **Seconded** that the board summary of the SMT report, the board response along with the disruptive behaviour policy, which will include language re content and to send people to the members only section of the webpage to access the SMT Report. One opposed. **Carried.**

**6.2 Alternative Questions for the Ministerial Fellowship Committee Renewal**

Tanya and Jim get together to discuss their questions. Janine will put all of it together and send it off.

Ministry Report – recommended person not able to take the job. We won't have anyone in place and have identified some sections of the job description that will needed to be addressed.

Good bye gifts have been selected for Andrea. Jim will say something at the zoom goodbye based on his time working with the youth and Andrea.

**7. Executive Session**

**Motion:**

Jim Gardiner **Moved** and Esther Kathryn **Seconded** that we move into Executive session. **Carried.**

A discussion was held re support for the Minister and the congregation and discussion of Rev Meghann's report this month.

**Motion:**

Jim Gardiner **Moved** and Marlene Schellenberg **Seconded** that we move out of Executive Session. **Carried.**

**Motion:**

**Moved** by Marlene Schellenberg and **Seconded** by Tanya Brothers the board declare a statement of intent of support for Rev Meghann Robern. All in favour. **Carried.**

**8. Closing Words**

Read by Esther Kathryn from the Grey Hymnal #655

Change alone is unchanging

Whoever wishes to know about the world must learn about it in its particular details.

Knowledge is not intelligence.

In searching for the truth be ready for the unexpected,

Change alone is unchanging.

The same road goes both up and down.

The beginning of a circle is also its end.

Not I, but the world says it: all is

one.

And yet everything comes in

Season.

*Heraklitos of Ephesians*

**9. Motion to Adjourn**

**Motion:**

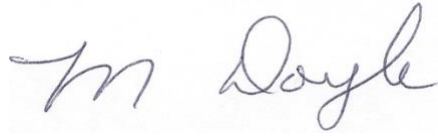
Jim Gardiner **Moved** and Ryan Spies **Seconded** by that we adjourn the meeting. All in favour. **Carried.**

**Next Meeting is November 16<sup>th</sup>, 2021**

Opening and Closing Words – Marlene

A handwritten signature in cursive script that reads "J Gardiner". The signature is written in black ink on a light-colored background.

Jim Gardiner, President

A handwritten signature in cursive script that reads "M Doyle". The signature is written in black ink on a light-colored background.

Marjorie Doyle, Secretary