

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

In attendance:

Marlene Schellenberg, Ryan Spies, Peter Miller, Rev Meghann Robern, Tanya Brothers, Esther Kathryn, Marjorie Doyle and Janine Reid

1. Opening Words and candle lighting – Ryan Spies

Winter Solstice – As the Wild Wind Bites from UU site.

2. Check In

Brief check in for all.

3. Acceptance of Minutes of Meeting held November 16, 2021

Motion:

Moved by Esther Kathryn and Seconded by Peter Miller that the Minutes of November 16, 2021 be accepted as distributed. **Carried**

4. Acceptance of Agenda

Motion:

Moved by Marlene Schellenberg and Seconded by Peter Miller that the revised agenda be accepted. **Carried.**

5. Reports

5.1 President's Report

5.1.1 Staffing for Ministry, tech support, and Rentals support

The contract has been signed for Debra Weiner our Transitional Religious Education Consultant. I contacted her today and discussed work she will do. She will help with a Mission Vision for the RE program and we're aiming to restart the program in the fall of 2022. We need to hire a new music director and still looking for February 1st, 2022. Karin

Carlson will put up information on website. Accompanist is needed as well. Staffing info is in the facilities report.

5.1.2 VRC and Membership list

We need to clean up our Membership List. We have a discrepancy between our printed list vs the official number of members sent to CUC. Peter will follow up with Larry and get an updated list. This information will be shared with VRC.

5.1.3 Re-opening: Invite congregation to lead with Board approval

There are new restrictions so reopening is a moot point right now. We can meet at 50% capacity. May be able to do that with hybrid services with \$25,000 grant we hope to receive. Gary from Event Pro, Jim, Rob, and Darlene will be meeting to try and make hybrid services possible. We will revisit in a month and a half. Can do hybrid right now but still working on some logistics. We need to consider a paid technician to handle this. Some volunteers are at the breaking point. We do want to maintain that people can lead a service from everywhere. Maybe watch service on screen.

To open up we will need people to show vaccination status and keep masks on. Every Sunday must be covered. Who is going to open up? There will need to be Board approval but the congregation must plan and carry it out. Are we open to having a team begin to plan this now. Should we have a committee, clarify what needs to be done and how to deal with health protocols. Odell is chair of that committee. They are acting in best interest of everyone and are aware things could change. We need someone from the board to be the liaison. Could the committee set up policies and then send to the board for review? How about the board discuss each month whether we are ready to open or not. Presently the Board is not ready to open up. We will keep the congregation posted as things change.

5.1.4 Board retreat in January

We want to look at what the community will be for next two or five years. We need to plan for bookings from Ethical Care and movie shoots. Board needs to have these conversations ourselves. Do we have the energy to do one or two Saturdays, three hours each. Are people in a position that they have the capacity to have a retreat? We will bounce ideas to discuss our future. Peter and Marlene to work on the agenda. Peter has someone who works with volunteers. Times set are 10:30 am to 12:00 noon and then 12:15 to 1:45 on January 8 and January 22nd.

5.2 Minister's Report

Social justice working on share the plate.

5.2.1 We need to identify a supervisor contact for staff, who will record vacation and sick leave and deal with issues.

Marlene will take that on. Rev Meghann will discuss with her.

5.2.2 Confirm a contact for confidential requests for the Minister's Discretionary Fund.

Peter suggested it be either Bonnie or Esmat to be authorized to sign cheques, people trained can disburse the funds. Rev Meghann said they are burned out so we need others to do that. There are requests for funds, the main concern is distributing cheques and keeping names confidential. Requests are rare and self-explanatory. We have a fairly stable congregation. Marlene will take on this on. Will discuss with Rev Meghann.

Verbal update from Rev Meghann – the board has been aware some people were acting out in break out rooms, the work we have been doing seems to be working. Past Sunday only one break out room. With one room we couldn't keep people apart and all the work put into making it a safe community has worked.

Marlene asked what UU Wood Buffalo was – These are western region ministers, they have been meeting on zoom for years, they also welcome other ministers from other areas who are isolated.

5.3 Treasurer's Report and Cluster Report

5.3.1 Stewardship Committee: Board needs to consider annual Stewardship campaign – who will lead?

Planning usually starts now. Janet will be asking for budget requests. The team starts meeting in January. Peter Miller participated on the team last year. Would like someone else to lead. Will we discuss this at the retreat. Planning session for stewardship. Need to think of other ways to fund our work. Figure out where we are going and then go to the congregation with a plan. February and March might be the worst time to ask for money. Some congregations ask for money in the fall, or have year round giving. People are reactive and not feeling generous. We will discuss getting a committee together. We need to adopt a budget. Does it have to happen in June. We have two vacant board positions which also makes it difficult, early March would be better for a campaign when we know who is going to fill board positions. We need to look at a year round stewardship team with a liaison from the board.

5.4 Properties Report

The over-arching concern is the shortage of people on these committees and some are lacking leadership. Do they need to be reinvigorated or do we need to combine some of the groups with coordinated work.

5.4.1 Capitals Project

Need for reinvigoration? [e.g., elevator project.] Diane Pearce put that on our plate with a grant proposal. The elevator project has been the AIM team's focus and Diane is the champion. Does anyone have any updated information of quotes etc. related to this project? Could we submit grant requests on our three year old information. Having a problem getting any updated information. Updated quotes to put in elevator shaft, specs for building, what cost to buy a lift. Provincial projects that are over \$75,000 will be supported by up to half. Not have a lift limits our renters, our downstairs, upstairs for staff etc. Michael Thiessen has some of those skills needed for this project but he has lots on his plate and has difficulty getting answers. Marlene will approach her partner to share information on what is required. She will contact Michael to get any information he may have. Diane and AIM

team can get estimates, and can aim for that January 17th deadline. Can we reach out to Jon Cowton or Steve Lennon. Lot of work done several years ago and should be available. The spaces for the elevator do not meet current code.

5.4.2 House

We need support for Rental Strategy Renewal and Event Coordinator Darlene Payne and staffing. Darlene with us until March 1st. Worked for Liz's plan and we need an event supervisor who is on-site to lift tables and chairs. People are being paid but not for every event. She has two names and neither are able to take on the event supervisor role. We need to put a notice in the all church email. Rev Meghann says we should not be hiring church members, need to post to job sites. We have money in the budget to offer extra hours to our janitor. Marlene will follow up. Need for extra snow shovelling, set up and take down for events.

5.4.3 A/V

Can we combine Power/Tech Up and the Hybrid Services working group?
We need to consider paid staff for Sunday Services.

5.4.4 BUCUP

Is this committee relevant? – plans for what needs doing now in the building. No one on this committee presently. Needs prioritization with the VCR committee. Figuring out mandate. Finding members for committees. Setting up protocols.

5.5 Ministry Report (see Action required from President's Report: Staffing)

Discussed as above

5.6 Justice Cluster Report

5.6.1 Sunday services guest speakers budget - \$750.

Sunday Services would like to provide some services during Rev Meghann's sabbatical time. They would like to offer \$150 per speaker. There is money available and suggest they bring forward requests to the board if more money needs to be allocated.

Motion:

Moved by Janine Reid and Seconded by Esther Kathryn that Social Justice be given a budget item of up to \$750 to be used as an honorariums, Carried.

5.6.2 Authorization of tree replacement – Michael Thiessen, Jennifer Johnsen, Liz Redston make a good team to come up with a proposal to be presented to the Board.

5.6.3 Strategic Plan follow-up and workshopping Social Enterprise possibilities.

We will discuss this at our retreat.

5.6.4 Grant available for elevator project due January 17, 2022. Discussed above.

6. New Business

6.1 Cluster distribution and Liaison responsibilities

Ryan will work with IT group as well as Congregational services. Will fill in Administrative Team including Communication. Ryan will take on the Administrative Team minus Library and Archives. Properties are not a good fit for Tanya at this point in time. Marlene will take this over. Tanya will take on the Ministry Team. Will talk about this more at the January retreat. Where will the Conflict Management team fit into the clusters? Big cultural shift and doesn't really fit into a cluster group. They are an ad hoc group. Marlene has been the contact for them. Janine doesn't want to be the only board liaison person. Both Marlene and Janine will work with the team.

7. Closing Words – Ryan Spies

Do Not be Afraid of the darkness.

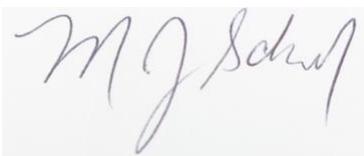
8. Motion to Adjourn

Motion:

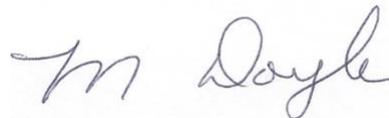
Moved by Marjorie Doyle and Ryan Spies seconded that the meeting be adjourned.

Next Meeting is January 18th, 2022

Opening and Closing Words – Esther Kathryn.



Marlene Schellenberg, President



Marjorie Doyle, Secretary