

# **First Unitarian Universalist Church of Winnipeg**

## **Minutes of the Meeting to be held September 20, 2022**

**at 6:30 pm in person at the church**

### **First Unitarian Universalist Church of Winnipeg Mission Statement**

**We are a diverse and caring community** that is loving, inclusive, responsible, and encouraging.

**We are a learning community** open to evidence and varied insights that encourages reflection and exploration. We use what we learn to strengthen our relationships and our capacity.

**We are a socially engaged community** that works collaboratively, compassionately, and urgently for a just society and for our life-sustaining planet.

**We are Caring, Learning and Socially Engaged.**

In attendance - Kris Breckman, Paula Keirstead, Larry Phillips, Claire Nimmagadda, Peter Miller, Tanya Brothers, Marjorie Doyle

Regrets - Doug Waysliw and Darlene Payne

Meeting called to order by Claire Nimmagadda at 6:37 pm using Owl for those on line.

- 1. Opening Words - Peter Miller**
- 2. Check in**
- 3. Acceptance of the Minutes of September 20, 2022**

#### **Motion**

**Moved by Tanya Brothers and Seconded by Peter Miller that the Minutes of September 20, 2022 be accepted as distributed.**

**Carried**

- 4. Acceptance of Agenda**

#### **Motion**

**Moved by Paula Keirstead and Seconded by Tanya Brothers that the Agenda be accepted as amended.**

**Carried**

- 4. President's Report**

#### 4.1.1. Confidentiality Pledge - Tanya Brothers

A draft was presented to the Board. It is a work in progress. Some concerns were raised and this would be a good time to circulate it again, especially to new members of the Board. It would help and also help move the pledge forward. Directors had questions which Tanya answered and suggestions were made for changes. If there are any other thoughts, please pass them along to Tanya by November 10th, 2022.

#### 4.1.2. Board Retreat

The Board Retreat will be held October 29<sup>th</sup>, 2022 from 9:00 am to 3:00 pm. It will be held in person at the church. An agenda will be distributed the week of the retreat. The link for the Board matrix will be shared ahead of time so strengths and opportunities can be included.

#### 4.1.3. Staffing

Rev Ren's contract has been extended to April 25, 2023. There is a list for the CDFLD and interviews will happen on October 21<sup>st</sup>. This was advertised as a part-time contract with a hope for at least 25 hours per week. There is o update on a musical director as yet. Outcomes will be shared at the next meeting.

### 4.2. Treasurer's Report and Cluster Report

Pledges, rentals and operating revenues are up from the budget and expenses are down. Net operating amounts look better than the budget. We are slightly behind last year.

#### 4.2.1. September Unaudited Statements

##### **Motion**

Moved by Peter Miller, Seconded by Paula Keirstead **that the September 2022 Financial Statements be accepted as distributed.**

##### **Carried**

#### 4.2.2. Acceptance of Audited Statements

Peter gave an overview and discussed the opinion offer by the accountants.

##### **Motion**

Moved by Peter Miller, Seconded by Larry Phillips **that the 2021 – 2022 Audited Statements be accepted as distributed.**

##### **Carried**

#### 4.2.3 Planning for Fall Meeting

The proposed date is November 13<sup>th</sup>, 2022 from 12:00 noon to 2:00 pm. Perhaps we could offer an opportunity before the service for input. Peter will prepare something for the Communicator and the all

church email. Other items will be sent out later. He will also offer an update on our financial outlook. We need to develop an agenda. Claire and Peter will work to make sure that the meeting is hybrid. We need to start thinking about the Stewardship campaign. Perhaps we need to ask VRC to look for people to be on a committee.

## 5. New Business

### 5.1. Cluster Liaisons Assignment

Based on the sessions held with Deb Weiner we will review clusters at the Board Retreat. Some cluster liaisons are vacant.

### 5.2. Personnel Management

Larry and Darlene were approached to take on this role jointly. They have accepted. It was suggested that there be input from Sheila. We again talked about an Operations Manager for the church on a short term basis. Sheila might be an ideal candidate for this position. The OP would be given targets and funds to work on them. It would mean a bump in salary for Sheila. The Personnel team should be a safe place for staff to bring forward any concerns. We need to lay out the roles of Personnel Management and set up a Personnel Committee.

### 5.3. Elevator quotations for architectural plans

#### **Motion:**

Moved by Kris Breckman and seconded by Peter Miller **that the quotation from Votech and \$8,000 from the elevator fund be made accepted.**

#### **Carried**

It was noted that AIM and Properties Committees are sponsoring this motion.

### 5.4 Communicator Column

Peter will be writing the November article and Marjorie asked that new board members provide a write up and a photo for inclusion.

### 5.5 Ethical Care Update

Last year they used our church 50+ times. Sheila had been working on a contract but Shane rejected it. Kris tried to work with Shane and a revised contract with flushed out needs and requirements on both sides was written. There has been a price increase and the included some items there were not there prior. Kris would be meeting with Ethical Care.

**Motion:**

Moved by Paula Keirstead and seconded by Peter Millter **that a working group led by Kris Breckman be given authority to negotiate with Eithical Care.**

**Carried**

**5.6 Covid Regulations**

A board member asked for a review the regulations. A discussion was held about keeping the mask mandate. Perhaps it needs to be a personal choice.

**Motion:**

Moved by Kris Breckman and seconded by Larry Phillips **that we adopt a policy of a mask being strong recommended but not required effective immediately.**

**Carried**

Kris will speak to Sheila about having the signs changed.

**5.7 Properties**

It was suggested that a discussion be held at the next meeting to have Properties in charge of rentals. A discussion needs to be held about what amount Properties might need to draw on from rentals. Perhaps a part of Rentals income could be used by Properties. There has been a long standing agreement that 2.5% of rentals are available for repairs and upkeep. Presently the accounts for rentals has a separate account.

**5.9 Young Adults**

Something needs to be done to involve and retain our young adults. We need to et up a process when a concern is raised and how it is handled.

**6. Closing Words - Peter Miller**

**Opening and Closing words next meeting**

**Next Meeting is November 15, 2022**



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Claire Nimmagadda, Vice President



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Marjorie Doyle, Secretary