

**First Unitarian Universalist Church of Winnipeg  
Minutes of the Meeting to be held December 20, 2022**

at 6:30 pm on Zoom and in person

**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: Claire Nimmagada, Darlene Payne, Peter Miller, Larry Phillips, Kris Breckman**

**Via Zoom: Marjorie Doyle, Paula Keirstead**

- 1. Opening Words – Darlene Payne**
- 2. Check in**
- 3. Acceptance of Agenda**

**Motion:**

Moved by Paula Keirstead and Seconded by Peter Miller **that the Agenda be accepted as amended.**

**Carried**

- 4. Acceptance of the Minutes of November 15, 2022**

**Motion:**

Moved by Kris Breckman and Seconded by Darlene Payne **that the Minutes of November 15, 2022 be accepted as distributed.**

**Carried**

## 5. President's Report

### 5.1 Staffing

#### 5.1.1 Ministers' Contracts

Stefan Jonasson's has been added to our current contracts with an end date of June 30, 2023. Rev Ren, Rev Ingram both have signed contracts. All requests have now been filled.

#### 5.1.2 Minister Evaluations

We have an opportunity to have a two way dialogue with our contract ministers. Does Personnel have a role in accessing the ministers. Kris is prepared to do some work on this with a Personnel Committee. Darlene and Larry are working with personnel. We need to evaluate both ministerial and non-ministerial personnel. Set up personnel policies and follow with setting up a committee. (Shared Ministry Team) SMT needs to work with a Personnel Committee. Darlene is prepared to take this on but Larry is a bit concerned about the time commitment. Paula and Claire will approach VRC to find additional members.

#### **Motion:**

Moved by Paula Keirstead and seconded by Claire Nimmaggada **that Darlene Payne be appointed to the Personnel Committee as Chair of that committee.**

**Carried**

#### 5.1.3 Choir Accompanist

Contract prepared and sent to Daniel and we haven't heard back as yet. Darlene to follow up. Choir group has been in touch with Paul Rodermond.

#### 5.1.4 Contract Governance

A governance process as we set up more contracts and a variation in the contract language. We see an opportunity to streamline and standardize the contract language. Some must seek approval to put in more hours and others do not require this. Personnel Committee have contract governance as one of their duties. Kris suggested it be called Personnel Policies and set up standardized wording for all contracts. We need to set up categories.

## 6. Treasurer's Report and Cluster Report

### 6.1 November Unaudited Statements

#### **Motion:**

Moved by Peter Miller and Seconded by Darlene Payne **that the November Unaudited Statements Be accepted as presented in the shared board drive.**

**Carried**

Discussion regarding the Endowment Committee and staggered terms. The Endowment Committee will discuss.

## 6.2 2023-2024 Budget and Canvass

### 6.2.1 Board Participation and Liaison Involvement

With the roll out of the new clusters they may have more involvement in the execution of church business. Clusters need to look at the overall picture of what they are doing. At the moment we are getting mixed messages. We need to convene clusters and see if they can work together. Peter is willing to work with Stefan on moving this forward. Question from Kris. Is it the responsibility of the cluster liaison on the board. Peter feels this is a yes. We would have a budget for a cluster presented by them and it would be their responsibility to live within that budget. We would then move away from the board micro managing. Board liaisons are to meet with clusters to discuss financial and visioning needs. Liaisons will guide cluster for day to day needs and a possibility fund. We need to set up a timeline for this. We will aim for the end of January.

## 7. Cluster Reports

Darlene will put her cluster reports into the shared drive.

AIM team met last month and discussed the gender neutral washrooms. More education needs to be built upon before a decision be made. Pauline encouraged the board to read the articles in the Communicator but AIM would also request a chance with the conversation with the board on this topic. Make it a slower and more informed process. We need to reach out to rental groups as well. Gather all the info and make a motion with the background information for the February meeting.

Extra money for the caretaker and Michael can work flex hours. We have upgraded our internet needs.

## 8. New Business

### 8.1 Filling Board Vacancies

Opportunity to have a new member to help with the Program cluster. 2<sup>nd</sup> board member would have a treasurer focus. Based on the prior list we will identify two more members. The Executive will take on this task. Three or four names have been put forward.

#### **Motion:**

Moved by Paula Keirstead and seconded by Kris Breckman **that the Executive approach people to join the board.**

**Carried**

### 8.2 Planning with Stefan

Stefan has met with Sunday Services, participated in the financial forum, and has spoken to about a dozen members who have approached him. He is meeting with the Pastoral Care team tomorrow. The membership committee is meeting at the beginning of January and he will join. Will bring the board up to date once he's met with them. Preaching schedule has been set to the end of February. Have taken over the phone messages and listened to them. The outgoing message has been changed. Claimed control of the Minister's account. Deleted all folders in that email that are not to do with our church business. Over 13,000 messages are in the in box. Unopened emails will be deleted and the rest will be archived.

**Motion:**

Moved by Kris Breckman and seconded by Darlene Payne **that Stefan Jonasson make the decision about which emails should be archived or deleted.**

**Carried.**

Darlene has been cleaning up the minister's office and will destroy papers as necessary. Larry has a key to the locked cabinet.

We need to look at restructuring our Sunday Services. Adding more music, having different groups meeting. Gender identification is an issue with some younger members. We need to define our role in society. Run a pilot to have some deacon ministry and get some assistance from the CUC. After discussion it was decided they will probably not support such a program.

### **8.3 Debriefing Jan Schmidt's Work and Decisions Around Management of Sensitive Material**

Jan has completed this phase of her work and Peter has the documents and has created a preamble for the slides and that this document be put in a for members only file so they can read it. A more detailed document she used in her oral presentation and that we not distribute it. Only one person was not interviewed. Keep in hard copy form and read on the premises and that the board have the discretion for who uses it for historic or healing premises. All personal names have been removed in the report. Peter will assemble the material and Peter recommends we follow her recommendation not to distribute it and keep it confidential. Kris says perhaps it should be filed with the UUA. It would be held in confidence.

### **8.4 Donation bin in parking lot**

**Motion:**

Moved by Kris Breckman and seconded by Larry Phillips **that we respectfully decline having a Diabetes collection box in our parking lot.**

**Carried.**

9. Closing Words – Darlene Payne

Opening and Closing Words Next Meeting –  
Next Meeting is January 17, 2023



Claire Nimmagada, President



Marjorie Doyle, Secretary