

**Minutes First UU of STL Policy Board Meeting**  
Monday, September 9, 2019 at 6:30 PM – Room C-1

**Meeting was called to order** by President Sue Ashwell

**Members:** Sue Ashwell, Andrea Berin, Sarah Francois, Pamela Geppert, Joel Minor, Gene Rubin, Karen Siegrist, Margaret Weck, Kathy Wilke - **Absent:** Steve Wilke

**Staff:** Kim Mason, Lynn Hunt

**Council:** Charlie Kindleberger

**Opening Words** Margaret Weck read Jigsaw by Julia Drury

**Chalice Lighting**

**Reading of Board Covenant** Dispensed

**Process Observer-** Margaret Weck de facto

**Introduction of Guests** - Steve Smidowicz, Lisa Carey, Sue Fazio

**Consent Agenda** – Accepted

**Approval of August Minutes** - deferred

**Report of the Minister**, Kim Mason

**Report of the Administration**, Lynn Hunt

**Report of the Board President**, Sue Ashwell

**Report of the Church Council Chair**, Charlie Kindleberger

**Old Business**

**Develop Policy and Procedures for Managing Disruptive Behavior-** presentation from Joel Minor and Sarah Francois

A draft was submitted for the Board's review. It is based on policies in place in other UU Congregations. Discussion took place in response to guest presentations about issues of personal safety and responses (or lack of adequate responses) to those particular incidents. The potential overlap of such a policy with other policies on safety and right relations was acknowledged.

**Committee on Ministry**

After consultation with Kim Mason the two focus areas of our new Committee on Ministry will be Professional Development and Ministry Assessment since committee members will use similar skill sets in these areas; Conflict resolution/right relations focus would contain a different skill set. Will look into a different place for this focus, as it is still an important need. The Board will suggest members based on UUA criteria.

**New Business**

**Report and recommendation on updated 2019-2020 Church Budget:** Steve Smidowicz, Finance Chair and Kathy Wilke, Treasurer

Toward becoming an Honor Congregation (formerly Fair Share), a \$1700 increase was made toward UUA Annual Program Fund for a \$5761 total contribution. Our full Honor Congregation contribution using the new UUA formula would be approximately \$28,000. Motion passed that a \$44,833.87 budget surplus be allocated 25% Endowment, 25% Capital Maintenance and 50% into the General fund. The original motion was made by Gene Rubin,

Margaret Weck seconded. After discussion, Kathy Wilke motioned to amend, Joel Minor seconded.

Note: The above actions amend the 2019-2020 budget. An updated budget will be distributed as well as added to the church website.

### **Security at the Front Door**

Congregational concerns about confrontational behaviors were brought to the Board by Sue Fazio. Incidents of threatening behaviors and other incidents in which people were made to feel unsafe were recounted. Ideas for immediate responses and/or changes were discussed as well as taking these concerns into consideration when crafting the Disruptive Behavior Policy. Bringing the draft policy forward to the Facilities Cluster for their input.

### **Lisa Cary, Facilities Cluster Chair**

Discussed ways to provide better security during church events. Review of current safety protocols. Contacting current security company about placement and potential for more patrolling of security guard. Training for staff and greeters about resources available. Need to repopulate the membership committee for a larger church presence at the door during services. Lisa Cary will bring back information to the Board from the Safety Committee.

### **Follow Up to Leadership Summit**

Request Church Council to standardize information about committees/groups.

Board establishment of a task force to explore and clarify "limitations" for committees, board, staff and minister- finance, speech, etc. –request Board Liaison and suggestions for task force members. Suggestion on hold until committee/group information standardization has been undertaken. Board will publish a meeting summary and thank attendees of the Leadership Summit - suggested by Norma Vogelweid and Larry Dusenbery.

### **"Start-up" meeting with Dori Davenport-Thexton, consultant from UUA on Nov. 2nd.**

This will aid in clarifying some roles and expectations of the Minister, Board and Council. Clarification will be sought with consultant about who should attend. Consideration will be given to concerns about inclusiveness raised at the Leadership Summit.

### **Ordination/Installation Committee**

Jane Hoekelman has been recruited to be Chair.

Committee has requested budgetary authorization. Tentative budget of \$5000 approved. Available from minister moving expense budget surplus.

### **Update existing Fundraising Policy**

Current policy requires all fundraising requests to be approved by the Policy Board. The current policy is not congruent with the Bylaws. The Council and Lynn Hunt will work on crafting a new policy that is more responsive, but maintains Board oversight of the budget.

**Other Business** - Toward Justice requested permission to gather signatures in Fellowship Hall on Sundays for the Medicaid Expansion 2020 Ballot Initiative. Karen Siegrist motioned to approve. Sarah Francois seconded. Approved.

**Check-in with Process Observer, and any other meeting feedback.** Margaret Weck reported  
**Meeting adjourned** at 8:50pm

**Next scheduled meeting is Monday October 14, 2019 at 6:30 in C-1**