

**KEWEENAW UNITARIAN UNIVERSALIST FELLOWSHIP
BOARD MEETING
KUUF Church
Date:2/16/25**

Zoom Link: <https://us02web.zoom.us/j/82213508549>

AGENDA

Present: Lora Repp, Elen Maurer, John Gale, Jane Bodi, Elaine Eikenberry, Melissa Williamson, Pete Ekstrom

Absent: Trista Gersie, Lucinda Enderby,

Ex-Officio: none

Guests: none

Preamble

1. Chalice lighting Lora
2. Agenda additions/changes

Fiduciary and Regular Business

Consensus agenda:

1. Meeting Minutes for January 19th, 2025

Vote: John made a motion to approve. Melissa seconded. All present approve 7.

2. Treasurer's report-Cindy shared copies and is available for questions. Discussed donation for space dividers that is coming from a recent donation. That funds have not been received yet.

Strategic Work

1. Building Business

- **Roof report**-We have an ice dam at both ends of the cement building-community room. If it goes above freezing it moves the roof repair to a sooner time. Lora identified that we need to have it done this spring. Cindy, treasurer had a recommendation. We have lots of funding in CD's .

She recommends via written statement:

I was looking at recommended cash reserves for churches. It is recommended to keep 3-6 months of operating expenses in reserve. We keep 3-6 months of operating expenses in reserve. We have \$73,000 in

unrestricted savings and another in \$88,000 Bridge St funds. Based on this information, I feel that a new roof for the Bridge Street property would be feasible without a capital campaign and could be funded by our unrestricted reserve. Since the roof was not budgeted and will be in excess of 10% of the budget, the expenditure should be approved by the congregation.

Lucinda K Enderby, KUUF Treasurer, Feb 16, 2025

- **Investment**-Remember that the building is an investment. This action is bringing an investment in our space/congregation. If we don't fix the roof, we are not taking care of our investment. Discussion of presentation with the goal of being transparent. We will need an all fellowship email and a vote with quorum numbers. An estimate is required in advance-multiple quotes are required. The board needs to be open for conversation. Building managers will collect 3-4 quotes. The money will be approved in the vote. We need to set a day for the vote.
- **Projector installation**-Discussion of offers and options based on advice from Jason and Juxta. The installation is complex and math is involved in determining distance and aspect.. Jane's brother, engineer, will be visiting in a few weeks. and may be able to assist. The installation will be a paid activity for Jason.
- **Other**- Dave and John will be fixing the lights. Hopefully before the birthday party
- **Air Quality**- We have not heard back from air quality folks. John will reach out again, one last time. If they do not respond, we will go back to plan B. Consideration to do a mold test on our own- cost \$100.

2.Board Re-ups-

- Jane, John, Melissa, Elaine and Pete are up for reelection. Jane will be stepping away from the board. This information will be shared with the nominating committee. John and Melissa will stay. Ana, John Gale and Harriet will be alerted that they are looking for new board members.

3. Personnel Committee

- Approval of Employee Handbook - Elen-Julie Badel provided guidance that we did not have an employee handbook. One was created because we are following state guidelines. KUUF is required to offer 1 hour of sick time for every 30 hrs worked. We have guidance from UUA for retirement. It will be available online with the policy and procedures. Board approves adopting the new handbook.

Vote: Melisa moves to approve the new document. Lora seconds. All approve 7.

4. Approval of Wedding Officiant-

- Heidi would like to become an officiant. We add Heidi Bresnehan as an officiant for Keweenaw Unitarian Universalist Fellowship's committee of officiants. Current committee Barry Fink, Jack Jobst, Bill Fink.

Vote: Melissa made a motion to approve. Pete seconded. All present approve 7.

They all have a certification granted to them. Lora will collect copies as proof.

5. Fund raising-

- **Canvass**-Canvass is a process. The finance committee meets and develops a budget for next year. That tells us how much we need for our next program year. Canvass last year did not meet the hoped goal. As we are moving into canvass season Committees will submit their budgets. Lora will collect them for the finance committee. Lora and Elen are on the Canvass committee and will look for a 3rd member to participate.. Discussion of plan including discussion of operating expenses and putting together the history of bills. Our goal is to be transparent about where the expenses are going. Lora and Elen are willing to do the canvas-Canvass runs at the end of March though the end of April.

Budget has to be finalized by the May board meeting.

- ~~Capital Campaign~~

6.Call to Action

- Board president Lora Rep is feeling uncomfortable with what is happening in the world. Our government is acting against our Unitarian Universalist 8 principles. She feels our democratic processes are not being respected by our government. The Keweenaw depends on federal funds with our national parks and MTU. Even our mission statement says we will respond with action. As an organization we educate ourselves. We are getting smarter but have not taken action. As a non profit, the only thing we cannot do is advocate for a certain candidate. We can talk about what is happening with the government. We don't have to be so lukewarm. KUUF's goal is to be welcoming to everyone. Supporting the action of our current government is acting against our UU values.
- What can we do to take action? There are so many lawsuits. The UU Association has signed on to one. It says that undocumented can be pulled out of churches. UU is saying this statement is going against our ability to support the undocumented. What is our judgment? Midwest UUA recommends using email. Lora is asking for something from us that finds some actions that we can take. An action might be picking issues, coming together, writing emails to our representatives. Don't send paper, send emails. They are followable.

- Lora is inviting a small steering committee to form. The goal needs to be UU action. We need to focus on a larger scale and have one voice that says we are not ignoring what is happening, to take the hope into action.
- How should this call to action; Make an announcement at service and in the digest that talks about what we will do.

7. Communication from UU minister-Elen-

- Received an email.Discussion of current status. Elen will follow up.

8. Events

- *Interfaith Lunch*
- *Barbara Lide Memorial Service - 2/15*
- *Scouts Breakfast report-Welcome interaction with youth and families*
- *Shirley's Birthday Celebration – 2/22*

Next Meeting 3/16