

Board Meeting Agenda

Our mission is to “Kindle the light within and inspire courage to nurture the web of life and to create a just and compassionate world.”

Date: Wednesday, May 18, 2022, on Zoom
Time: 7 pm - 9 pm
Main Goal: “to plan, to discuss, to reach consensus”
Attending: Brent Nicolle, David Chernushenko, Mary Ella Keblusek, Lisa Sharp, Rev Eric Meter, Michelle Jackson, Jen Brennan, Carl Sonnen
Regrets: Phil Nagy, Caycee Price
Timekeeper: Lisa Sharp
Process Monitor: Carl Sonnen

1. Call to Order

2. Consent Agenda.

Motion to:

- Accept Agenda
- Approve BOD Minutes for April 13, 2022

Moved by: Amy Seconded by: Mary Ella Carried

3. Minister's Report

Appendix A

4. Other Motions

a. Membership reinstatement

preamble: when a member resigns their membership, the reinstatement of that membership needs to be approved by the FUCO board.

Motion: To reinstate active membership to Larry Jones.

Moved by: Brent Seconded by: Lisa, Carried

b. HR increase in budget

preamble: With the recent hiring of two new custodians and AV staff, the hourly wage

needs to be increased in order to be in keeping with the Ottawa Living Wage.

Motion : to authorize HR spending up to \$8K over 2022 budget to support a wage increase in line with the Ottawa Living Wage for two newly hired part-time custodian/AV staff.

Moved by: Brent Seconded by: Carl, Carried

1. RPCC at Current Location

Whereas the River Parkway Children's Centre (RPCC) has existed as part of First U for over 50 years, and currently is in their 15th year of a 20 year lease; whereas RPCC offers over 50 childcare spaces to families in our community, including subsidized spaces; and whereas the Board supports the ongoing partnership of FirstU with RPCC in the long term future;

Motion: that the Board shall direct the Campus Planning Committee and Development Partners Cahdco and Theia that the RPCC shall remain in its current location and in its current building for the foreseeable future.

Moved by: Lisa Seconded by: Amy Carried

2. RPCC Lease extension

Motion: that the Board shall enter into lease negotiations for the renewal/extension of their existing lease.

Moved by: Lisa Seconded by: Brent Carried

5. Campus Planning next steps (Discussion)

- Lessons learned through process of the agm: Brent thanks everyone for being involved in the AGM vote, and those who assisted in the organization. Also a special thank you to the Campus Planning committee for all their hard work.
- In the future, there will be a special meetings for any campus planning issues to shorten congregational meetings.
- There is a lot of interest in a hybrid meeting, it can be difficult technically. There are some possibilities that can be looked at going forward.
- Michelle is going to look at the bylaws and the CRA recommendations to see if we are legally covered for hybrid meetings.
- Communications strategy and working towards consensus: We want everyone to be feeling positive about the concept of affordable housing on the campus, and mitigate any issues with changes. People need to continue to feel heard and some people are feeling surprised by the process and need to be brought up to speed.
- Vacancies: There are currently a vacancy on the Campus planning committee which will need to be filled in the coming months

6. Outreach with Unitarian House

- Sensitive subjects: Campus development, lease renegotiation, potential UH campus connections. The lines of communication need to stay open.
- "Break bread" with UH Board and RRPC proposed by Jackie Holtzman (new UH president): Will be proposing a date in June.
- FirstU members on the UH board is encouraged by their by-laws, should we encourage some to be on the board?

7. Information Updates

1. COVID Task Force
 - minutes available for last two meetings in *appendix B*
 - Task force is looking for one more member, preferrably from the senior community to compliment the current committee.
2. Communications & Outreach [Carl]
 - Challenge of Photo directory: low numbers of people have filled it out, and the group is feeling discouraged with the progress being made. They are going to take photos during the upcoming barbeque to increase the number of participants.
3. UU-Can-Circle 2022/04/21 (and 2022/05/19)
 - This is a meeting of CUC national boards, and meets on zoom monthly. Board

members

are encouraged to attend.

4. Denominational Affairs Team

- DAT now renamed to "UU Connections"
- Possible CUC National Gathering in 2023

5. Governance: Charitable purposes with CRA, need to ensure we are meeting the requirements of being a religious organization.

6. Ajashki update: 2 grants won, totalling \$45K
-well done!

8. Closing:

Next board meetings: June 15th, August 17th

Appendix A

Minister's Report to the Board of Directors of the
First Unitarian Congregation of Ottawa
May 2022

My first AGM with you is now concluded. While it may not have been visible to everyone, it was clear to me to at least some degree how much effort went into planning and preparation, from setting the agenda, fielding much more than last minute amendment requests to responding with helpful tech support in real time. I remain more than impressed.

And welcome to the new members of this Board: Mary Ella Keblusek. I, for one, am thrilled to be working with you in this new capacity.

Prior to the second half of this year's AGM, Neo set up a pizza and conversation party last Sunday. A newcomer and her young daughter participated on their first time in our building. For that alone, I'd call it a success! I was glad for the time to talk to several of the youth and parents as well. Though, I have to admit that the energy in the room reminded me that I haven't been in the company of more than a couple of children in far too long. I ended up begging off sooner than I had hoped to in order to have time to catch my breath before the AGM resumed.

Continuing on the AGM theme, my retired colleague Anne Orfald (who lives in Unitarian House) and I will be talking before the week is out. She feels there may be repair work for me to do with our folks over at UH. I expect I'll have more to say about this down the line. At the same time, I want to go on record to say that I still feel my energies are best served in helping to support our parents of young children, rather than continuing what feels to me to be the unbalanced influence UH has enjoyed.

Moving on, the Mapmaking class with Lisa Boulay is off to a great start. One thing I've already learned, and frankly, should not have been surprised by, is that May is a bit too late in the year to be offering such a class. We have six enrolled in this, which is less than I had hoped. Still the quality of what is being shared is rich and deep. We've already begun to hear people's thanks for what we are making available to them. While I have no specific plans yet, I do intend to offer the course again in the fall.

Also looking ahead, Bob Armstrong has done a great job finding summer speakers. I think you'll be suitably impressed.

Let me close by repeating what I said in closing my report to you last month, that from June 20 – 26 I'll be taking part in the Unitarian Universalist Association's General Assembly and UU Ministers Association's Ministry Days in Portland, Oregon. I'll be flying there if Covid doesn't spike again between now and then. In any case, I'll be available, though by text and phone more quickly than via email.

All the best,

Rev. Eric Meter

Appendix B

Covid task force minutes 2022-05-17

1. Welcome and check in

Attendance: Jane Lindsay, Jenn Bernston, Jen Brennan, Rev Eric Meter, Guy Belleperche, Amy Berube

2. Music items

a) potential of congregational singing

-Many people are asking to be able to sing, many on the task force are feeling uncomfortable about the notion of being able to singing.

-Other religious groups are almost universally singing as groups.

-FUCO congregants are sad that they are not able to sing, and feel that it is unfair that they can't sing softly.

- We would like to defer this for another month covid task force members want to defer this in a month.

Decision: Defer until June

b) a) displaying of words

-There are some that feel if the words are displayed on the screen above the stage in the worship hall.

-It needs to be explicitly

mentioned in Worship associates script that people are NOT allowed to sing

-The videographers have a lot of power, so we are going to try to let people see the words during services.

Decision: We will start displaying the lyrics to the songs on the screen.

3. Operations

a) capacity limits

-There are rentals who are asking to increase the capacity of fellowship hall for private events. The current capacity 50%

-The proposal is to increase both Worship and Fellowship hall to 75% capacity FH: 120 standing, 70 seated; WH: 220

-It will be raised for congregants and private events, the vast majority of congregational small groups are still meeting on zoom

Decision: To increase to 75%, continue to require masks when not eating.

4. Welcome items

a) requirements to continue to verify vaccinations

-The feeling is that we need to stop checking paper records for vaccinations. The vast majority of people are vaccinated and we haven't turned anyone away lately.

-It is a lot of work for greeters for not much value. The optics are that we are unwelcoming to guests.

Decision: no longer checking, but we are not changing the language in our communications to our congregants, continue to have the spacing area for distancing and families

b) welcome barbeque

- This is taking place outside, and will be deferred to another date if it is raining.
- Encourage people to come to the event as it is an opportunity to connect.

c)Coffee Hour:

1. Indoor coffee hour will not be held until the fall, Covid permitting;
2. From June – August, If the coffee team wishes to do so, it may offer beverages, but no food, outside from 11:00 to 11:30 or so. Whether to do so, or to continue to do so if started, is up to the coffee team. Compostable cups, or reusable ones people bring and take away, will be used. If the team decides to do this, it will be announced in the Order of Service as well as from the podium.

Next meeting: June 14th 2022, 3pm, on zoom

Covid Task Force Minutes 2022/04/19

Meeting: Tues 2022/04/19 4pm-5pm, via Zoom

In attendance: Rev Eric Meter, Jen Brennan, Jenn Berntson, Guy Belleperch, Amy Berube, Jane Lindsay.

Items 1-5 represented recommendations to Executive Committee, who accepted them.

We noted that the wastewater viral signal has been uncomfortably high, which has slowed our ability to "open up" guidance significantly. We hope that the warmer months will be more amenable.

1. RECEPTIONS: As per our plan from our March meeting, we recommend to increase capacities for receptions rentals (ie with food) from 25% to 50% capacity effective April 30th.

2. SUNDAY SERVICES: We do not recommend any guidance changes for Sunday services.

3. POST-SERVICE FOOD&DRINK: We recommend allowing OUTDOOR coffee/food service following the May 23 long weekend, weather-permitting, assuming volunteers are available.

The Men's Breakfast group would perhaps be interested in hosting a BBQ on Sun May 29 (their interest has since been confirmed).

4. VACCINE EXEMPTION: An Ajashki Future Food Warrior was unaware of our vaccine mandate, and has since been 1-dose vaccinated. We recommend a temporary exemption for this individual until their 2nd-dose eligibility (8 weeks).

The rest of the Ajashki team would be aware of the exemption, and there would be limited mixing with the congregation at large. This exemption may be moot because of present Ajashki funding issues.

5. OWL SUMMER CAMP: Our initial guidance is that participants can be unmasked due to emotional subject matter.

To encourage safety of participants and facilitators, we recommend 2-dose vaccination, daily health checks and use of well ventilated spaces or outdoor spaces.

We can revisit this guidance at our next meeting, if appropriate.

6. WIND INSTRUMENTS: A recommendation on allowing wind instrument (flute/trumpet/clarinet) accompaniment in a choir concert has been deferred to the fall. (This represents a heightened risk to others on stage.) Note that a fall Jazz benefit concert by is currently planned by Or Haneshemah.

7. BRENT: Brent is unable to continue as chair, and will likely step down from the Task Force due to other demands. Amy may be able to co-chair. Perhaps another Board member or interested congregant would be interested in joining.