**Unitarian Universalist Fellowship of San Miguel de Allende**

**BOARD OF DIRECTORS MEETING MINUTES**

**(Conducted via Zoom)**

**FEBRUARY 10, 2022**

**All Members Present:** Dan Neuspiel, President; William Dalsimer, 1st VP; Chris Chase, 2nd VP; Gary Belkin, Treasurer; Joseph Plummer, Secretary; Jurgen Ahlers, Becky Langrall, Bonney McDowell, Christie McGue, Joan Wolf; Rev. Tom Rosiello, Ex-Officio

**Guests:** Ellie Goodwin, Margo Johnson, Paula Peace, John Simsarian, Cliff DuRand, Dick Snyder

A **quorum present**, the meeting was called to order by President Dan Neuspiel at 1:05 p.m.

Dan provided **Opening Words** with a reading from “Productive Conflict,” an essay of the UUA Widening the Circle project.

On Christie McGue’s motion and Gary Belkin’s second, the **Agenda** for this meeting was approved as submitted.

On Christie’s motion and Gary’s second, **Minutes of the January 13, 2022**, meeting were approved as submitted.

**President’s Report**

 Dan noted that Iván Méndez will likely be hired to replace Denise Galipeau who will conclude her service to the fellowship at the end of this month. He also noted that the Executive Committee met on February 6 to review proposals for Ministerial Succession and the Minister in Residence program. Jeanie Seward-Magee has been trained as a co-host for Sunday Service broadcasts. He encouraged generous pledges to meet a significant shortfall in the 2022 budget.

**Committee, Task Force, and Team Reports**

**Program Council**

 On Bill Dalsimer’s motion and Christie’s second, the proposal to create a Program Council was approved unanimously.

**Covid-19 Task Force**

 On Bonney McDowell’s motion and Jurgen Ahler’s second, the board approved resumption of in-person Sunday Service attendance at the Aldea on February 20 for vaccinated and boosted individuals.

**Care Team**

 Francoise Yohalem and Joan Wolf will step down as co-chairs of the team. New co-chairs have not yet been suggested.

**Membership Committee**

 Chris Chase noted satisfaction with the recognition ceremony for new UUFSMA members during the January 30 Sunday Service. Two new volunteers have joined the committee. Information about UUFSMA will be distributed to the San Miguel community.

**Welcoming Congregation Task Force**

 Chris stated that two new members for the task force are both capable of leading the project. Chris and Tom will identify participants and develop a work plan during the task force’s next meeting.

**Children’s Education Committee**

 No new items

**Sunday Service Committee**

 The 2022 budget will provide for flexible honoraria for guest ministers. Small group discussions with guest ministers will resume with the return of in-person guest ministers.

 The March 13 beginning of Daylight Savings Time in Canada and the United States will shift North American time zones in relation to the 10:30 AM Sunday Service starting time in Mexico. The variation will continue until April 3, when DST begins in Mexico. During that three-week period, online UUFSMA Sunday Services will begin in Eastern Time Zones at 12:30 PM, Central Time Zones at 11:30 AM, Mountain Time Zones at 10:30 AM, and Pacific Time Zones at 9:30 AM.

**Social Action Committee**

 On Becky Langrall’s motion and Chris’s second, Jane Wilkinson and Stephanie Studenski were approved with one abstention as co-chairs of the Social Action Committee, effective April 1, 2022. Based on projected 2022 Social Action Grant funding of $62,500, the committee updated grant recommendations, notably designating the increase for Patronato Pro Ninos. Paula noted that a Blue-Plate Special will be collected for Ojala Niños during the April 17 Easter Sunday Service.

**Endowment Committee**

 No new items

**Nominating Committee**

 John Simsarian noted that nominees for board and committee positions will need to be sent to members 30 days prior to the election—February 25. However, members may seek to nominate other candidates for some positions during the meeting.

Members may cast absentee ballots for board members only. Any member who has pledged during the past three years may attend and vote on all nominees, floor motions, and ballot measures during the March 27 online Annual Meeting and March 13 online Budget Hearing.

**Widening the Circle of Concern Task Force**

 The ninth of eleven topics for the task force will be discussed this month. When all topics have been reviewed, the task force will report on its work to the fellowship.

**Reducing Carbon Footprint Task Force**

 The taskforce’s first project will address regional watershed issues.

**Committee on Ministry**

 The Rohana Laing Art Auction earned $2,000 for the Minister’s Discretionary Fund.

**Task Force on the Future of Ministry**

 Margo Johnson praised the work of the task force while expressing objections to Executive Committee changes in the taskforce draft proposals for the Minister in Residence and Ministerial Succession. John and Becky also expressed objections to the Executive Committee redrafting of the proposals. Dan and Chris expressed the board’s appreciation for the taskforce’s hard work in negotiating the many conflicting viewpoints of its members. Other EC members noted the need to remove bias from the text of the resolutions, clarify its meaning, and avoid language that reignites controversy over the proposals.

 On Bill Dalsimer’s motion and Gary’s second, the **Executive Committee Proposal for the** **Minister in Residence Program** was approved with six in favor, three opposed, and one abstention.

 Following Gary’s motion and Chris’s second to adopt the **EC Proposal for Ministerial Succession**, Becky proposed and Jurgen seconded a motion to include in the proposal data from a recent survey of members on the future of ministry. Following discussion of the secondary proposal, five board members indicated support while four objected. However, Becky withdrew her proposal after Dan proposed a presentation during the annual meeting that summarizes the survey data.

In further discussion, Dan noted that Tom Rosiello, hired as a part-time minister, makes substantial donations of unremunerated time for his current pastoral services. Bill noted the need for realistic language that recognizes the value of flexibility in future negotiations with ministerial candidates. Becky stated the fellowship’s need for a clearer understanding of Tom’s workload.

Dan, John, and Margo will prepare a presentation on the survey results as a context for this proposal for the Annual Meeting. Jurgen called for a vote on the original motion, and the EC Proposal for Ministerial Succession was approved with seven board members voting in favor and two voting in opposition.

**Finance Committee**

 No new items

**Pledge Team**

 Paula Peace reported pledges totaling $43,000 at this point in the pledge campaign.

**Treasurer’s Report**

 Gary noted that expenses for the 2022 Preliminary Budget have increased after additional reports from committees and managers. A webmaster category reflects the redistribution of tasks for Denise Galipeau’s replacement. UUFSMA delegates to the UU Assembly will be reimbursed for attendance fees. The anticipated deficit for the 2022 budget can be managed from reserve funds.

**Minister’s Report**

 Tom has been heavily occupied with group meetings, communications with guest ministers, and pastoral requirements, including a handful of mental health crises, memorial services, and pastoral care for families of the deceased. In one instance, he devoted an entire day caring for one individual. In recent weeks, he has logged more than 40 hours for his duties.

He restated confidence in the synergy between the proposed Minister in Residence program and Ministerial Succession and the potential opportunity of those projects for the fellowship. He also declared that he is not prepared to continue as UUFSMA minister without relief in the management of pastoral services and expressed bafflement over the controversy those proposals have created.

**Old Business**

 Portions of proceeds from a new proposed Art Auction or any other fundraising activity cannot be kept as profit to an individual by Mexican law.

 Letters of appreciation are being sent to organizers of the auction and participants in the Task Force on the Future of Ministry.

 Dan and Chris have created a job description for the new Communication Manager, who is likely to be Iván Méndez, a Oaxaca resident, communication-major college graduate, and native Spanish speaker with fluency in English. Some administrative tasks performed by Denise will be assigned to Diana Amaya.

 Joseph agreed to organize a workgroup with Margo and Chris to propose a communications committee that will support the Communication Manager on issues related to the UUFSMA website, Facebook page, and Google Group Listserv.

 Dues of $100 will be budgeted for Diana’s participation in the UU Association of Administrators and UU Professionals Day.

 Joseph will participate with Dan in the February administrators’ meeting. Gary will join Dan for the March 8 meeting.

**New Business**

 Regarding electronic voting at the budget hearing and annual meeting, Dan noted the need for explanatory emails directed to voting members, an up-to-date membership list, and advanced publicity to prepare the members to use the system. He also proposed preparation of generic ballots which can be designated for amendments and resolutions proposed from the floor during the budget hearing and annual meeting. On the question of absentee voters for board members, John noted that such votes must be received in advance of the annual meeting. Members who have pledged in 2020, 2021, or 2022 are eligible to vote.

 Dan noted that the UUA General Assembly will be held in Portland, Oregon, June 22-26 for in-person and online attendees. UUFSMA can send five delegates.

**Upcoming Board and Annual Membership Meetings**

Volunteers are needed for Board Meeting opening words

**Board Meeting:** Mar 3, 2022, 4:00 PM first Thursday (Note change in time.)

**Annual Membership Budget Hearing: Mar 13, 2022, 1:00 PM** (Note time zone variations for Day Light Savings Time)

**Board Meeting:** Mar 17, 2022, 1:00 PM **if needed after Budget Hearing** (Note time zone variations for Day Light Savings Time)

**Annual Membership Meeting: Mar 27, 2022, 1:00 PM** (Note time zone variations for Day Light Savings Time)

**Board Meeting:** April 14, 2022, 1:00 PM

**Board Meeting:** May 12, 2022, 1:00 PM

**Board Meeting:** June 9, 2022, 1:00 PM

This Board Meeting adjourned at 4:00 PM CTZ

Minutes recorded and submitted by Board Secretary Joseph Plummer