

COUNCIL MINUTES JUNE 8, 2021 at 6:00 PM

Attendance: Pastor Tracey, Holly Jay, Ashley Fahey, Kay Frunzi, Jan Narracci, Jeremy Birdwhistell, Randy Mann, Don Wick, Karen Graham, Denise Mann

Opening Prayer – Pastor Tracey

Prayers for discernment, mutual respect, compassion, and wisdom.

Pastor's Report

Accepted as written.

Karen Graham – Updates on reopening from Strategic Planning Team

Highlights of Karen's report to Council are as follows:

Based on input received to date from various sources, survey results, meetings, independent input and Council deliberations to date the direction the SPT is going is to re-open the church offering a hybrid form of Sunday Worship Service. Such a service would be fully interactive and would accommodate both in-person attendance (Roomies) and remote attendance (Zoomies) via a streaming platform such as Zoom (TBD).

Moving to this solution would be a stepwise approach starting with:

Insurance: SPT is looking at options for liability insurance or other indemnification against the possibility of being sued over issues relating to COVID-19.

Appropriate "Policies and Procedures" signage needs to be created and prepared for posting and other distribution (pew cards, web site, newsletter, etc.). Karen has offered to start preparing these items.

MOTION (Made, 2nd and Approved): To accept Karen's offer. Council retains the right of final approval. Incidental costs should be submitted to Council for approval.

Internet Capacity at the church: The current Internet implementation is barely adequate for conducting normal office business with 2 active computers. A larger 'pipe', bandwidth, is needed and is available from a couple of vendors - Kellin Communications stands out for both cost and ease of implementation. This improved service will be useful going forward, as soon as any use of the church is realized, and a bare necessity for our anticipated hybrid services.

MOTION (Made, 2nd and Approved): UCCPH will proceed to contract with Kellin Communications for new Internet service capable of providing service at 40 Mbps, subject to our approval. Tests to be conducted before the contract is finalized. Estimated Costs for this service are \$150 installation plus \$120/mo. We will also need to provide a wireless router (est. about \$200).

Our current Internet service will be retained and available for use as needed as well as to preclude overloading the new internet service during Sunday Worship broadcasts.

HVAC: Our current system is old and inadequate for our continuing use, not to mention improvements in air movement and filtration which need to be made as a result of Covid-19.

Two proposals are under consideration.

1 A single solution to address the entire church building costs would likely run in excess of \$60,000. Installation will be time consuming and disruptive to in-person building usage.

2 Replacement of the upstairs system, removing the electric baseboard heaters and providing adequate heat and AC. Priced at upward of \$20,000.

Either solution is dependent on an adequate and up-to-code electrical installation.

ACTION: The SPT was directed to arrange for an Electrical Inspection to assess our current capabilities and need for improvement.

ACTION: The SPT was asked to provide more than one bid for each of the two solutions mentioned above.

Computer Resources: With Pastor Tracey's leaving we will need to provide a replacement Computer, Monitor, Web Cam, and Head Set.

ACTION: Karen Graham agreed to contact Shellie Luallin to identify what the minimum specifications for these items would be.

Simulcast A/V Equipment: The possibility of a phased implementation of this capability was discussed without resolution. MediaView is open to such an arrangement within some limitations. More as we move forward.

Team Reports, if any?

Kay reported that the WHY Team is losing 2 members and is looking for replacements.

Denise Mann – Speaker

Considering the sensitive nature of Denise Mann's presentation concerning a conflict within the church involving church officers and another congregant, it was suggested that we break into Executive Session.

MOTION (Made, 2nd and Approved):

Upon returning from Executive Session the matter was discussed at some length with the following resolution:

Recommendation: Denise should address this issue with the Pastor Parish Team if she has not already done so.

MOTION (Made, 2nd and Approved): Oral and written evidence was presented to Council that a congregant and lay leader of the church, despite good intentions, was over-functioning in church business and exhibiting the red flags of burnout in email communications and, in accordance with UCCPH anti-bullying policy and tradition, it is hereby agreed that the congregant should be given a break from UCCPH leadership activities and team/committee membership for a period of one full year, dating from June 8, 2021, censured for inappropriate language, unfounded allegations of malfeasance, and creating a toxic environment through the use of aggressive language and personal attack on church officers and staff. A letter will be prepared by Council, emailed, and sent by post within 24 hours.

MOTION (Made, 2nd and Approved): In the best interests of the interim pastor search process, it is deemed necessary for the spouse of the censured congregant to recuse from the pastor search committee. A letter will be prepared by Council, emailed, and sent by post within 24 hours.

Protocol for Motions – Tabled

Motion from Dick Sherer - Tabled