

April 12, 2021

UUCS Board of Directors Meeting

Attending:

Christine Ertl

Michelle Blake

Robin LaMonte

Sharon Pierson

Lynn Cardiff

Steve Ovens

Jack Tally

Janet Stevens

Rick Davis (Ex Officio)

The meeting was called to order at 5:31 p.m.

Chalice Lighting & Centering Thoughts:

The chalice was lit and centering thoughts were provided.

Visitors: Lorna Youngs, Lily Walker

Reports

Budget Update and Budget Options

Lorna and Sharon reported on the status of the UUCS budget. Sharon reported that pledges are down 9% from the prior year, plus the budget for the current year was balanced with \$30,000 in one-time funds from a Federal loan (that became a grant) and a carryover of \$32,000 from prior year savings. They noted that balancing the budget with reserves, as has been done in prior years, is not only poor budget practice but also just defers action on the revenue shortfall.

There was discussion about the reduction in hours for the Office Assistant. Christine noted that they are not currently working 20 hours per week. There was a suggestion that the budget as proposed be presented at the Annual Meeting and let the congregation know that not enough revenue in pledges has been received. Sharon noted that a significant portion of the pledges were higher than previous years. Sharon also reported that the revenue has been stagnant for several years.

There was discussion about comparing revenue with similar sized churches. Janet questioned why UUCS is not inspiring people to contribute more. There was a question about whether there could be a "temporary" budget adopted at the Annual Meeting and then create a final budget at a later time, when people are back in the building. UUCS bylaws require that a balanced budget be adopted at the Annual Meeting. There was discussion about working with the congregation to increase the pledges. In prior years, late requests for revenue has resulted in some increases, but the overall pledge revenue has continue to decline. There was also discussion about other revenue sources.

The consensus appears to be to accept the budget as presented and work towards increasing revenue in the next fiscal year. Christine expressed appreciation for the work by

the Finance Team to balance the budget. There was discussion about how to inform the congregation about the situation before the Annual Meeting. There was agreement to send out an email to alert the congregation of the situation. This should happen before the Board retreat on April 26.

Finance Team Annual Strategic Plan Report

No report was received. This will be scheduled for next month.

Treasurer Reports

Sharon provided the February and March Treasurer's Report, which are included in the Board packet.

Investment Team Quarterly Report

The report was included in the Board packet. There was no discussion.

Music Report

A report was included in the Board packet. There was no discussion.

LRE Report

No written report was received. Lily provided an oral report on activities in preparation for when UUCS reopens. They are working with some teenagers to provide volunteer support. Rick also noted work that been done on training that had been shared between UUCS and other congregations.

Social Justice Team

A written report was included in the Board packet. There was discussion about an event that is planned in support of Black artists. The event is outdoors in the parking lot.

Human Relations Quarterly Report

No written report was received. Lynn reported that the primary focus has been on the temporary work authorizations and hiring a custodian.

Facilities Team Report

A report was included in the Board packet. There was no discussion. Janet moved and it was seconded to acknowledge receipt of the reports. The vote was unanimous.

Board Action

Donor Recognition Plaques

The Endowment Committee had advised the Board that it would request funds to acknowledge contributions.

Sharon moved and it was seconded that the Board authorize the expenditure of up to \$700 out of the Contingency Fund for donor recognition plaques. The vote was unanimous.

Weapons Use Policy

The team reviewed the statutory provisions related to weapons and could not find anything that prohibited UUCS from setting a no-weapons policy. Janet noted that the policy should clarify that law enforcement can carry firearms. Rick suggested that UUCS look at the policy from other churches. The Security Committee is requested to come back to the Board with any further recommendations.

Robin moved and it was seconded to adopt the Weapons Use Policy as revised. The vote was unanimous.

Temporary Music Work Authorization

Christine explained that the background behind the need to shift some more of the Choir Directory duties to the Pianist. There is no budget impact from this action. This would be in effect from April 12 through the end of June.

Janet moved and it was seconded to approve the Temporary Music Work Authorization.

The vote was unanimous.

Temporary RE Work Authorization

Christine explained the proposal. Budgeted funds for a vacant RE Assistant position would be used to add 5 hours per week to the RE Director through June to assist with the reopening work.

Steve moved and it was seconded to approve the Temporary RE Work Authorization. The vote was unanimous.

Policy on Recognizing Memorial Donations

The policy will be returned to the Endowment Committee and the board secretary will assist with drafting the policy. There was no vote.

Information

Building Reopening

Christine reported on the plans for the building reopening. The lighting will probably not be resolved before the May 2 reopening. The live stream can be produced without the updated lights. The camera issues will also not be resolved before the reopening. Lily is working on the RE plan for the reopening. Membership is working on getting hosts and ensuring Covid protocols are followed. There can only be 50 people in the sanctuary at one time, so UUCS will take registrations for attendance at the Sunday services. If Marion County is classified at high risk, these plans may change.

The reopening team is looking at phasing the reopening, to include later reopening for teams and outside groups.

HHV Lease Agreement Status

Christine reported on the actions taken to date. The lease agreement is still with the attorney.

Parking Lot Lease

Rick reported on a conversation with a company that repairs Amazon vans. The proposal is to use the North parking lot for repairs during the week to repair up to 6 vehicles. The work would primarily involve maintenance, such as oil changes. They have a strong environmental requirements. Janet questioned whether this would create a relationship with Amazon. These concerns can be reviewed when UUCS receives the lease proposal.

Nominating Committee

Christine also reported on the activities of the Nominating Committee. There may be full board membership in 2021-22.

Housekeeping

New agenda Items - No new items

Thank you notes -

Sarah Rohrs for help with the Easter service

Thank you to the Landscape Committee for storm cleanup

Consent Agenda

March 8, 2021 – Board Meeting Minutes. There were no revisions to the minutes.

March 30, 2021 – Electronic Board Meeting Minutes. There were no revisions to the minutes.

Sharon moved and it was seconded to approve the items on the Consent Agenda. The vote was unanimous.

Assignments and Upcoming Events

- May Chalice Lighting - Jack
- Board Retreat - April 26 @5:30
- Executive Committee - May 4 @ 4:00
- Next Board Meeting - May 10 @5:30

The meeting was adjourned at 7:25 p.m.