

## UUCL BoT Minutes – AUGUST 15, 2023

Location: online Zoom, 6:45 p.m.

Trustees Present: Co-President Steve Jones, Co-Vice Presidents Susan Lithgoe and Lou Ann Miller, Kim Chappell, Leslie Laird, Darcy Pollock; Treasurer Jonas Kauffman; Rev. Patricia Guthmann Haresch

Others Present: Kay Welty (COM)

At 6:52 Steve lit a chalice and gave a short reading about the work of the congregation.

The only item on the Consent Agenda was approval of the June 20, 2023 minutes, **Steve moved and Lou Ann seconded approval of the minutes; the motion was passed unanimously.**

Jonas gave Treasurer's reports for July and August (attached), there having been no Board meeting in July. For July, he reported the "good news" that 2022-2023 year-end budget totals were under by approximately \$8,600. Pledging receipts totaled \$271,000, 96% of what had been projected. For the "bit more gloomy" August report, pledges for the 2023-2024 year are under the anticipated \$305,000 by \$31,000.

In the ensuing discussion, Jonas noted that the Financial Advisory Committee (FAC) would be meeting on August 22<sup>nd</sup> regarding long-term sustainability. Rev. Pat will join. She noted that every congregation has lost membership and that the model of relying on pledges is declining. Leslie added that COVID has damaged all religious institutions. **Steve moved and Darcy seconded that the Treasurer's Report be accepted. The motion was passed unanimously.**

Jonas proposed that the annual transfer of monies between UUCL funds be made with these amounts: transfer \$27,500 from the Property Preservation Endowment to the Capital Reserve Fund and \$8,500 from the M.T. Garvin Trust to the operating budget. He added that moving \$11,000 from the Capital Reserve Fund to the Capital Expenditures Fund will pay for the purchase of three computers and will leave approximately \$5,000 in the Capital Expenditures Fund. **Darcy moved and Lou Ann seconded that the three transfers be made. The motion was passed unanimously.**

In a final action related to the Treasurer's report, **Susan moved and Darcy seconded that Fred Foster-Clark be appointed to the FAC; the motion was passed unanimously.**

A recent letter from Sindy Pollard, Communications head, contained a request for the re-establishment of a \$1,500 line item in the UUCL budget. Board members were unaware that the amount had not appeared in the 2023-2024 budget; discussion centered on the importance of her work in social media for UUCL outreach, as well as the need for staff members to be aware of the annual budget process. **Susan moved and Darcy seconded that Sindy write a Walters Trust grant proposal for the**

**amount, and accepted Lou Ann's offer to help Sindy with the grant process. The motion was passed unanimously.**

Kay, reporting as a member of the Action Plan Assessment Team, gave an update on the status of the Action Plan (attached). The three general areas identified by the 2023 Action Plan Task Force and supported by the Board for initial focus are 1) expanding and enhancing membership, 2) congregational involvement, and 3) volunteering. Phase 1 of the assessment includes OWL as a community ministry, establishment of a "joyful" coffee hour with "second hour" programs and activities, and Eighth Principle training. The Assessment Team will meet again on August 21<sup>st</sup> to examine priorities for the 2023-2024 church year.

**The Board voted unanimously, on a motion by Susan and second by Steve, to appoint Cindy Foster-Clark to a three-year term on the Walters Trust Committee.** Other committees in need of members are Personnel, Committee on Ministry, and Stewardship.

Steve, reporting on a Safety Committee meeting in July, said that training for a live-shooter drill would be scheduled soon for front-line personnel: UUCL staff, ushers, greeters, Worship Associates, child-care staff and volunteers. A general congregational drill would be scheduled subsequently.

Rev. Pat highlighted several points from her monthly report (attached), emphasizing her particular interest in developing the concept of sociocracy. Sociocracy's basic tenet is that all voices should be heard in any discussion, with a result of consensus. She suggested that the Board could begin this discussion at its retreat on September 3<sup>rd</sup>, and that Leaders' Circle is a good forum for developing the practice of sociocracy. Several members felt that there were too many issues to be discussed at the retreat already. **Steve moved and Leslie seconded that the Minister's Report be approved; the motion was passed unanimously.**

The Board discussed Norman Saunders' offer of an African carving as a gift to honor the late Rev. Gary LeFevre. All are positive about accepting the gift, though there are concerns about the lack of a gift policy for physical gifts such as this. **Darcy moved and Kim seconded that UUCL accept the gift, placed appropriately, and that a Task Force develop a policy in consultation with the minister and the Board re: future gifting. The motion was passed unanimously.**

Board members volunteered for liaison roles on various UUCL committees. These include: Personnel—Lou Ann; Leaders Development—Susan; Operations—Kim; Walters Trust and PreSchool—Leslie. Members who are existing liaisons: Darcy—Stewardship; Steve—Safety; and Carole—Leaders' Circle. Jonas is an existing member of FAC and DIT (Development, Investments, and Trusts).

Darcy summarized major points from her stewardship report. Although the average pledge amount has increased, losses from those who have moved or are deceased, plus those who have stopped pledging, have resulted in a decreased total of \$8,097.

In a brief discussion of the 2023-2024 calendar, Susan suggested that the Board have more frequent, less formal colloquies with congregants. Leslie proposed that the calendar be considered at the Board retreat, and Steve said that he, Carole, Susan, and Lou Ann would present a calendar then.

At 8:58, Steve adjourned the meeting and read a brief passage.

Respectfully submitted,  
Kim Chappell, Secretary

#### July 2023 Treasurer's Report

Dear UUCL Board of Trustees:

Attached are the June 2023 year-end financial statements. For the month, we are showing a loss of \$8.3k. Revenues were \$10k less than budgeted and expenses were \$8.6k less than budgeted. The primary driver of the expense savings—both for June and the fiscal year—was personnel costs which came in under budget by \$4.3k for the month and \$34.7k for the year.

We finished the year with pledge income of \$271k, while our recorded pledge commitments totaled \$282k. In percentage terms, we received 96% of our pledge commitments. This does not compare favorably with our receipt of 100% of pledge commitments prior fiscal year and 105% two years ago.

The church finished the year with a budget surplus of \$8.6k without drawing down any of the \$18.4k that was budgeted from Prior Year Surpluses. One important factor in this positive outcome was a bequest received in December, \$24.4k of which went toward the church's operating budget.

The Operating Fund balance at fiscal year-end stood at \$110k, compared to \$99.3k one year ago.

Please let me know if you have any questions or comments.

Respectfully submitted,

Jonas Kauffman

## August 2023 Treasurer's Report

Dear UUCL Board of Trustees:

Attached are the July 2023 financial statements which show a surplus for the month of \$12.5k. Pledge receipts for the month totaled \$49k, not coincidentally matching our budgeted amount. Routinely the largest single month for pledge receipts, July's actual pledge commitments are known, and the July budget amount matched to the actual receipts. This allows us to apportion the remaining pledge budget across the other eleven months.

Expenses for the month were \$5.9k under budget. Personnel costs, utilities, and programing combined came in \$6.3k under budget. A few small overages in other expenses (totaling about \$400) offset a portion of the savings.

Our pledge commitments for the year stand at \$274k, about \$31k short of our budgeted amount of \$305k. Also note that our new fiscal year's budget included spending \$36k of prior year's surpluses to break even. Combining our pledge commitment shortfall and the use of prior year's surpluses, we are \$67k short of covering our expenses from current year revenues for the 2023-24 year. The table below provides pledge data comparing the pledge status at the end of the prior fiscal year to where we are at this point in the current fiscal year. Unfortunately, the 3-year trend is not encouraging with pledge commitments of \$290k (2021-22), \$282k (2022-23), and \$274k (2023-24).

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### Status Recap

Status	Count	Total Pledge	Total Pledge	Difference	Change
		Financial Commitment Jul 1, 2022-Jun 30, 2023	Financial Commitment Jul 1, 2023-Jun 30, 2024		
Both Zero	2	0.00	0.00	0.00	0%
No Change	39	81,665.00	81,665.00	0.00	0%
Decrease	18	71,880.08	58,340.33	( 13,539.75 )	18.84% ↓
Increase	40	102,270.00	121,521.08	19,251.08	18.82% ↑
Started Pledging	19	0.00	12,637.00	12,637.00	100% ↑
Stopped Pledging	18	26,445.00	0.00	( 26,445.00 )	100% ↓
	136	\$ 282,260.08	\$ 274,163.41	( \$ 8,096.67 )	2.87% ↓

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### Statistics (excludes 0.00 amounts)

Lowest Amount	\$ 100.00	\$ 60.00
Highest Amount	\$ 30,000.00	\$ 29,000.00
Average Amount	\$ 2,454.44	\$ 2,363.48
Total Donors with Amounts	115	116

Please let me know if you have any questions or comments.

Respectfully submitted,

Jonas Kauffman

## MINISTER'S BOARD REPORT August 15, 2023

### ONE QUESTION:

**At last year's Board Retreat, I led the Board in reflecting upon starting up again following COVID, how it felt and the implications (used some videos and small group breakouts). I would be glad to offer a moment for reflection again. Do you all have a topic you would like me to bring to you? Fred had hoped to introduce "Sociocracy" to UUCL leadership (consider more inclusive than democracy for running organizations). I could do something on this or another topic.**

### SUNDAY SERVICES

#### Since May Board Meeting:

Sunday, 6/25	UUA General Assembly Virtual Service	No Numbers for those who met on site
Sunday, 7/2	No Service at UUCL (all were invited to attend UU Boiling Spring or York live or virtually)	
Sunday, 7/9	"Music on the Mulch" (showcase of UUCL musicians)	42 (no child count)
Sunday, 7/16	Screening of two independent films regarding indigenous children separated from their communities and families and placed with white families	55 (no child count)
Sunday, 7/23	Classical Music Sunday	67 (6 children)
Sunday, 7/30	Speaker: Rev. Elizabeth Shuba	51 (7 children)
Sunday, 8/6	Music on the Mulch Sing-Alongs	37 (6 children)
Sunday, 8/13	Jazz and Poetry Sunday	58 (4 children)

- Averaging @50 in attendance

### Other Events:

Saturday, 7/29 Creative Spirit SUUper Saturday (Faith Dev Council's venture into a UU alternative to Summer Bible Camp. I believe there were 20 of mainly elementary age

participants and was felt to be a success with much appreciation for the Acting Coordinator's support.)

Thursday, 8/3  
(and 8/17)      UUCL Music Jam Sessions in Sanctuary (7pm)

Saturday, 8/5      Celebration of Refugee Family

### **Coming up on Sundays:**

Sunday, 8/20      Celebration w/ several Western area UU congregations

Sunday, 8/27      Speaker: Sindy Pollard ("Spirituality of Making")

Sunday, 9/3      No UUCL Service (may suggest UU congregations to visit live or virtually)

Sunday, 9/10      Annual Homecoming/Water Service (w/ Rev. Pat)

Sunday, 9/17      Anticipated joint service with UU York to welcome new Director of Lifespan Religious Education (outdoors)

### **Anticipated Fall Events:**

- Board Retreat (9/3)
- Safety Training for Welcome/Worship/Children's Teams
- Orientation for Newcomers conducted by Rev. Pat (Sundays 9/24, 10/1, 10/8)
- First Leader's Circle in September or October

### **Faith Development Staffing**

*Acting Coordinator of Faith Development (Part-time)* – It has been a wonderful working with Elizabeth and I have received nothing but positive comments from congregants and Staff. At this point, Elizabeth plans to work as Acting Coordinator until a shared full-time Director is selected.

*Shared Long Term Director of Lifespan Religious Education (full-time)* – The Search Team is interviewing three candidates. One more interview is scheduled this week. This Friday the Team hopes to make it's selection. At our Board Retreat or September's Board meeting, I hope to bring for the Board's approval names of the UUCL representatives to serve on the DLRE's transition team.

*Expanded Faith Development Assistant (Part-time, 2 to 10 hour/wk)* – At the Board's last meeting the expanded hours for this position were improved. I will share that it took longer than anticipated to contact and figure out whether or not our last Faith Dev Asst was interested in the expanded hours. At this point, the two hour position has ended

and I feel it appropriate to have the new DLRE to be part of the Search Team for this position. Accordingly, this has not yet been posted.

### **General Assembly Delegate Report/"Article II"**

The General Assembly delegates (live and virtual) were quite taken with this year's General Assembly offerings, worship, and business meetings. We are working on how best to present what we have learned to the congregation. We especially want to highlight worthwhile offerings that can be accessed on the General Assembly website. We have talked about a combination of a brief report in the Love Letter and perhaps a discussion following a Sunday Service this Fall where we might mention highlights and field questions.

Faith Development will be reviewing the "Article II" Commission's website for materials available for congregational discussion to prepare for June 2024's General Assembly where the vote will be held on whether to change from our current Principles & Purposes to the proposed "Core Values." I envision this educational piece being presented at UUCL after the first of the year.

### **Justice Council/Welcome Council**

Two items on my plate last year that I didn't get organized were a "Justice Council" and a "Welcome Council".

The **Justice Council** being the group to support social justice work at UUCL by informing the congregation of opportunities and helping ongoing groups with finding volunteers and resources. I hope to contact possible leaders to get this group going in the Fall.

The **Welcome Council** being both the group to do the tasks previously done by Membership, but also a group to consider how we might be as welcoming and inclusive as possible to newcomers. I have some names to get this group going in the Fall.

Do let me know if you have questions regarding these councils. (The councils appear on the "Shared Ministry" side of UUCL's organizational chart.)

### **Continuing 8<sup>th</sup> Principal Work**

Currently the UUA has 7 Principles and has yet to adopt a proposed 8<sup>th</sup> Principle that UUCL has voted to adopt. The 8<sup>th</sup> Principle calls us to "covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions."

My Letter of Agreement says that you all and I will work together in "an ongoing process to address the ways systems of oppression within and beyond our

Congregation are perpetuated and agree to collaborate on the development of a joint process of reflection and growth to ensure progress.”

I had been asked to include in my report what my ideas are to continue this important work.

In the Action Plan Team’s report to the Board you will see a list of some of the work that has been done in the past and is ongoing. I will note as well, that some of the area UU congregations would like to network to talk about how we might do this work together. A small group may be meeting to discuss this at our joint service and picnic on Sunday (August 20). The Faith Dev Council has discussed offering a session or two this year on the 8<sup>th</sup> Principle from the UUA and I look forward to ideas from the new DLRE. In this coming year there will also be opportunities to continue our work in building relationships with indigenous groups and informational opportunities.

Last year I offered the “Wounded Words” series during Sunday Services and this year I will be offering a series related to the 8<sup>th</sup> Principle.

Respectfully submitted, Rev. Patricia Guthmann Haresch

APPROVED