

Minutes of the 2022 Fall Congregational Meeting: November 20, 2022

Forum: Hybrid: In-person (39 in attendance) and Zoom meeting (18 in attendance)

Board of Trustees President Fred Foster-Clark convened the meeting at 11:40 and lit a chalice. Rev. Patricia Guthmann Haresch gave a reading.

1. Treasurer Jonas Kauffman presented the 14-page Annual Report for UUCL's fiscal year of July 1, 2021 through June 30, 2022. He summarized revenues and expenditures for the fiscal year, noting that UUCL had ended the year with a surplus of \$5,050. He also reviewed various significant accounts and funds that comprise UUCL's financial structure.

He then presented his and the UUCL Board's current concern about church revenues. The number of pledging units, largely from members' mortality or moving from the area, has decreased, creating a shortfall of approximately \$30,000. The shortfall makes it difficult for the Board to make planning decisions. While praising the payment history of those who have already pledged, he asked that congregants consider adding an amount to their pledges to help eliminate the shortfall.

2. Members of the Committee on Ministry spoke about recent Board-approved revisions to their operating documents. Elizabeth Shuba explained the Committee Charge, and answered Marian Joyce's question regarding access to CoM's advice.

Kay Welty presented CoM's new Conflict Management Policy, calling it "vastly improved because of the step-by-step guidelines it contains." She outlined and explained sections of the policy, noting that conflict is an expected element in personal and institutional relationships, that it may be seen as a "different way of seeing" rather than a negative force. She stressed that the way conflict is handled is the key to a successful resolution. She reviewed the both the non-facilitated and facilitated resolution processes that the policy contains.

3. Heather Gehron-Rice of the Personnel Committee spoke briefly about how conflicts involving UUCL staff can be handled: 1) resolution between the two entities themselves; 2) referral to a resolution specialists or the minister; or 3) a referral to the Personnel Committee.

4. Fred Foster-Clark reviewed the recent UUCL consideration of hiring a security company for monitoring Sunday worship service time. The Board, Rev. Pat, and the Committee on Ministry now agree that the deliberation process was hasty and flawed, and that further information to and feedback from the congregation is needed before the Board can make an informed decision. He also noted two practical problems: 1) an insurance question regarding liability or increased premiums, and 2) funding the security since a congregant's offer to underwrite the cost has been withdrawn. Rev. Pat added that there are many measures, such as front-door presence, that can be taken before a security company is hired. She added that to date there are no known threats to UUCL congregations nationwide.

5. There was brief mention of UUCL's reorganization of its committee structure into three councils that would reflect the church mission: nourish the spirit, connect in love, and act for justice. Rev. Pat said a current problem is determining the leadership of the councils, and Fred added that Leaders' Circle is involved in the discussion.

6. The only new issue was a comment by Phil Holzinger that the new chancel step situation without the former railings presents a fall risk. The issue will be referred to the Operations Team.

There being no further business, the meeting was concluded at 12:59.

Respectfully submitted,

Kim Chappell, Board of Trustees Secretary