

UUCL BOT Minutes – Monthly Meeting on July 22, 2021

Location: Online Zoom Meeting, 7:00 pm

Trustees Present: Darcy Pollock, Carole Campbell, Fred Foster-Clark, Alan Jacobs, Kim Chappell, Brad Weaver, Chris Steinbrecher, Jonas Kauffman (Treasurer)

Others Present: Gina Hart, Robert Close (Re-opening Task Force members), Kay Welty (Committee on Ministry)

1. The meeting was called to order by Darcy at 7:03 with a chalice lighting and opening words.
2. Based on a poll circulated among the BoT members, the monthly meeting date through December 2021 was reset to the fourth Wednesday. The Board retreat, also decided by a members' poll, will be held on October 9, 2021, from 9 a.m. through 1 p.m.
3. Treasurer's Report (copy is attached). Jonas reported on the year-end financials, noting a "strong finish" with a budget surplus for the year of \$90k. Factors contributing to this surplus were: higher-than-expected Other Contributions of Record (from non-pledgers); the PPP grant; a record-breaking auction fundraiser; and reduced costs in personnel and maintenance because of the church closure.

The June operating deficit was \$14K, due to last minute expenditures. Nonetheless, total expenses for the 2020-2021 fiscal year were \$65k under budget, with lower personnel costs accounting for \$52k of those savings.

Alan moved and Carole seconded the motion for Board approval of the Treasurer's report. It was unanimously passed.

4. Gina Hart and Robert Close were present to answer questions about the progress of the re-opening for worship services, rites of passage, and committee meetings. At this point, work is focused on in-person worship gathering and rites of passage. Darcy stressed the importance of setting up appropriate expectations for re-opening and to communicate those expectations as soon as possible to the church community, in order to make it clear that opening is not expected to be on September 12th, Ingathering Sunday. Fred has volunteered to be the re-opening communicator for LoveLetter insertion.

5. Old Business. There was discussion of policy relating to memorial services and accompanying fees. There needs to be clarification of *who* should be granted a memorial service without charge, depending on the interpretation of "member"—someone who has signed the book in the past, or someone who qualifies as a voting member per annual pledging. Four memorial services have already been scheduled. Discussion concluded that a Membership Task Force should convene after Rev. Israel's return to consider these issues.

6. Executive Session. The Board discussed Rev. Israel's 2021-2022 salary and housing allotment. Using the UUA guidelines for compensation, a salary increase of 2.56% for the 2020-2021 year compensation of \$78,000 would amount to \$80,040 for the 2021-2022 year. After discussion of Jonas's suggestion of a 3% increase, **Alan moved and Chris seconded that Rev. Israel's salary and housing remuneration should be 3% greater, for a total of \$80,340, effective August 15, 2021. The motion was passed unanimously.**

7. The meeting was adjourned at 8:35 p.m. on a motion by Carole, seconded simultaneously by Fred and Alan.

Respectfully submitted,

Kim Chappell

July 2021 Treasurer's Report

Dear UUCL Board of Trustees:

Attached are the June 2021, fiscal year-end financial statements. The monthly operating deficit for June was \$14k. This deficit was significantly increased by nearly \$10k worth of year-end purchases for professional expenses, property supplies, office supplies, and Sunday worship. Nevertheless, total expenses for the fiscal year were \$65k under budget, with personnel costs accounting for \$52k of the savings.

We finished the year with pledge income of \$284k—less than the budgeted amount of \$300k, but above the recorded pledge commitments of \$273k. Combined, Financial Commitments (pledges) and Other Contributions of Record came in \$5.5k ahead of budget for the month and \$7.6k ahead for the fiscal year.

The church finished the year with a budget surplus of \$90k. Many factors contributed to the surplus in this extraordinary year; among them were unexpectedly high Other Contributions of Record, the PPP Grant, a record-breaking auction fundraiser, and reduced expenses due to the closing of the church and reduced personnel costs. These surplus funds will position the church well for several years to come, while we work to grow the church membership.

Our Operating Fund balance at fiscal year-end 2021 stood at \$180k, double the prior (2020) fiscal year-end balance of \$90k.

Respectfully submitted,
Jonas Kauffman