

## UUCL BoT Minutes – November 17, 2021

Location: Online Zoom Meeting, 7:00 p.m.

Trustees Present: Darcy Pollock, Fred Foster-Clark, Carole Campbell, Kim Chappell, Alan Jacobs, Leslie Laird, Brad Weaver; Jonas Kauffman (Treasurer), Rev. Israel

Others Present: Lenore Bajare-Dukes; Kay Welty (COM)

1. Darcy called the meeting to order at 7:03, lit the chalice, and gave a reading.
2. Jonas presented the October 2021 Treasurer's Report (attached). He explained the distinctions between several UUCL accounts: the capital expenditure account, the operating reserve account, the capital reserve account, and the property preservation fund. He answered members' questions about a recent bequest, as well as current and anticipated expenditures for building projects.

**Carole moved, and Alan seconded, that the Treasurer's Report be accepted. The motion passed unanimously.**

3. Rev. Israel presented his report, highlighting 1) the staffing changes after Bev Geib's resignation and ongoing conversations with staff about the work of the church; 2) his work with Put People First, a healthcare rights organization; 3) the possibility of UUCL's sponsoring a refugee in the area; and 4) an editorial he wrote for the LNP (Lancaster Newspapers) group.
4. Kay Welty, representing the Committee on Ministry (COM), spoke about the ministries our various committees perform, and how they might be aligned with the divisions of our recent mission statement (Come...; Nourish...; Connect...; and Act...), as well as with future planning for church councils. Wide-ranging discussion followed, focusing chiefly on the nature of COM's relationship with both the Board and the congregation.
5. The chief item on the agenda was discussion about reopening the church building for services and other activities. Darcy polled Board members for their thoughts on reopening. The majority of the BoT feels positively about opening when statistical data reflect a marked decrease in cases and transmission rates in the Lancaster area. All members noted the importance of establishing criteria such as vaccination status, masking requirements, social distancing, and no immediate post-service social time in the reopening planning. Rev. Israel stated his unwillingness to be in the building with more than ten people until vaccination availability includes children under five years old. Lenore, asked for her observations on the attitudes of families with young children, said that she opposes any policy that does not include young children as part of the congregation.

Discussion moved to the need for a survey of congregants' attitudes about reopening. Fred and Brad volunteered to be a task force that composes the survey questions; Fred

suggested Marianne Smith as a valuable source for survey composition, and Lenore was asked to provide some questions for families of young children.

**Alan moved, and Carole seconded, that the congregation be surveyed on members' attitudes about reopening. The motion passed unanimously.**

6. Fred reported that the revision of the Leadership Development Committee (LDC) charge had been revised and now was congruent with the Bylaws.

**Carole moved, and Alan seconded, that the charge revision be accepted. The motion passed unanimously.**

7. The topic of the Operations Team and its relationship to the former Facilities Committee, tabled from the October 27, 2021 meeting, was reintroduced. The current OT charge (2017) includes the minister, the facilities manager, a BoT member, and two appointed UUCL members. It empowers the OT to authorize operational or facilities expenditures up to \$2,500. All BoT members agreed that the HR decisions authorized by the current charge should not be a part of a reformed group's mandate. Fred proposed that the OT be renamed as the Operations Committee, that Alan be named as the BoT representative for the OC, and that the charge be amended to remove HR oversight from the OC. He suggested that George Kerekgyarto and David Dussinger be the BoT's nominees for the OC.

**Alan moved, and Kim seconded, that the charge for the Operations Committee be changed accordingly. The motion passed unanimously.**

8. Four UUCL members responded to a call for volunteers to fill committee vacancies.

**Fred moved, and Carole seconded, that 1) Carole Lieber, Bette Phillips-Hershey, and Heather Gehron-Rice be appointed to the Personnel Committee; and 2) that Randy Newswanger be appointed to the DIT Committee. The motion passed unanimously.**

9. Darcy presented a proposed letter to reach out to members who have not submitted a pledge for a year or more. Pledging at least \$100 annually is a Bylaws condition for continued membership. Alan suggested an addition: that respondents notify the church if they believe the church records are inaccurate.

**Carole moved, and Leslie seconded, that a letter be sent to non-pledging members, excepting those over age 90 or who are in skilled care. The motion passed unanimously.**

10. The issue of allowing members to also be employed by UUCL was raised. The hour being late and the topic needing more discussion, a motion to allow members to be employees of UUCL was tabled.

11. The consent agenda contained only the approval of the October 27, 2021, minutes.

**Upon a motion by Fred and second by Carole, the minutes were approved unanimously.**

The meeting was adjourned at 9:24 p.m.

Respectfully submitted,

Kim Chappell, Secretary



## November 2021 Treasurer's Report

Dear UUCL Board of Trustees:

Attached are the October 2021 financial reports.

Income for the month of October ran \$25k under budget. One significant factor was the budgeting of \$15k in proceeds from the auction which is now being planned for early 2022. Additionally, our pledge receipts ran behind by 9K for the month.

On the other hand, expenses for the month were \$5k under budget. Personnel costs including salaries, health insurance, professional expenses, and a few other categories combined to save \$3k in total personnel costs. Utilities and IT support ran slightly over budget for the month.

For the month of October, our income exceeded expenses by \$24k. Although revenues were lower than budgeted at \$54k, expenses were just \$30k.

Our Operating Fund balance at October month-end stood at \$142k. Capital expenditures for the month ran higher than normal as the renovation of the church office continued. These expenses do not appear in the operating budget, but are visible on the "Summary of temporarily restricted accounts" report attached.

Respectfully submitted,  
Jonas Kauffman