

UUCL BoT Minutes – December 22, 2021

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

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

Others present: Kay Welty (COM)

1. Darcy called the meeting to order at 7:03, lit the chalice, and gave a reading.
2. Jonas presented the December 2021 Treasurer's Report (attached). He said that UUCL has received less pledged income to date than expected, and answered members' questions about past patterns in pledge receipts. He said that he is working on an analysis of month to month giving, and suggested that federal tax policy on itemization may have reduced current December pledge payments.

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

3. In light of Robert Close's six-month contract expiration at the end of 2021, the Board discussed his continued contractual hiring in light of the member/employee prohibition in the Bylaws. Several Board members asked whether the Board or the Personnel Committee should draft a change, and Fred presented a Dan Hotchkiss article which examines the issue. Kay, as former Personnel Committee chair, recommended that the Board, not the PC, decide the question. All agreed that the question should be settled before June, 2022.

Carole moved, and Alan seconded, that Robert Close's contract be renewed for six months, until the end of June 2022. The motion passed unanimously.

4. The possibility of a local, Lancaster Quaker Meeting-based school in need of more room for its 24 students renting space from UUCL was discussed at length. Questions and concerns by the Board included: the existing pre-school's 2022-23 plans; the plans, mission, and needs of the interested school; COVID policies; storage availability; and the intangible "visibility" effects of having a group of youths become familiar with UUCL and UUA values.

Kim moved, and Carole seconded, that Rev. Israel and Carole meet with school representatives to ascertain their philosophy and to gather more facts about the school operation. The motion passed unanimously.

5. The Board discussed the possibility of removing/changing the current pew arrangement in the sanctuary. Members expressed pros and cons about the idea, concurring that congregant input, potentially via a Town Hall meeting, is critical before any action is decided. Darcy sees such a church-wide discussion as part of the transition to re-opening in general. Rev. Israel shared photos of a historic building, the

Andover Chapel at Harvard Divinity School, which has substituted architecturally-compatible chairs for pews. There was no motion on the issue.

6. There was discussion about the survey being prepared for congregants' responses to re-opening questions. Fred reported that Brad is finalizing the survey. Questions from BoT members involved who should be sent the survey—the entire LoveLetter mailing list, or a narrower group of contributing members. There was no motion offered from this discussion.

As a segue from the survey discussion, Darcy said that she would be reaching out to the re-opening task force for an update on their activities.

7. Although any decisions about redefining/adding member categories are tabled until the new year, nevertheless discussion ensued about several aspects of the issue. Darcy reported that a recent letter reminding members of pledge responsibilities resulted in four payments, one resignation, and 14 non-responses. It was suggested that another letter to non-respondents outline the requirement of a financial contribution annually in order to access member privileges like life passage ceremonies. Darcy said she would draft the letter.

8. Rev. Israel's report was succinct: the first of Christmas Eve Vespers services was filled, with a few seats available for the second.

9. Board members present agreed that the fourth Tuesday of each month would be optimal for scheduling meetings through June 2022. Brad's and Jonas's availability must be determined. However, the January meeting will take place on February 1, 2022.

10. Leslie moved, and Alan seconded, that the consent agenda—the minutes of the November 17, 2021, and (special) December 7, 2021, meetings—be approved. The motion passed unanimously.

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Respectfully submitted,

Kim Chappell, Secretary

December 2021 Treasurer's Report (revised)

Dear UUCL Board of Trustees:

Attached are the November 2021 financial statements which are showing a net deficit of \$19.8k for the month. Pledge receipts for the month were a disappointing \$7.7k under budget. Nevertheless, on a year-over-year basis we are only \$10k behind our November 2020 pledge receipts.

Total expenses for the month ran slightly under budget (\$32.6 actual vs. \$34.7 budgeted). For the fiscal year, expenses are running \$23k under budget.

Year-to-date we have a net surplus of \$26k which is just one-third of the budgeted \$78k surplus. However, if the auction had been held in the fall (as the budget had anticipated) and met its \$30k proceeds target, we would be within \$25k of being on budget. Knowing our Auction Committee, that \$30k amount (and probably more) will be forthcoming after the spring auction. It will fall to existing pledge commitments to make up the bulk of the remaining shortage over the rest of the fiscal year.

Our Operating Fund balance stands at \$122.5k, about \$20k less than the prior month due to the November deficit.

Respectfully submitted,
Jonas Kauffman