

UUCL BoT Minutes – February 22, 2022

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: Kay Welty (COM); Kelsey Holl (Office Administrator)

1. Darcy called the meeting to order at 7:05, lit a chalice, and gave a brief reading.
2. Treasurer's Report: Jonas reviewed the important points of the January 2022, report (attached). He said that he is "comfortable" with our current budget status and with the cash position, and noted the unexpectedly doubled (non-pledged) donations over anticipated levels. As a Financial Advisory Committee (FAC) member, he reported their work on a 2022-2023 budget draft, which he hopes to present to the BoT at the March meeting. He asked for BoT input on suggested staff salary increases. Discussion ensuing from that request ended on a determination to look at UUA guidelines for salary increases.

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

3. In response to a bookkeeping request from Kelsey, since an emergency expenditure greater than \$2,500 had to be made without pre-approval to replace two failed blower motors in the HVAC system, **Leslie moved and Alan seconded that an emergency expenditure of \$4,000 to replace the blowers be moved from the operating budget category to the capital expenditures column. The motion passed unanimously.**

4. A request from Kelsey regarding the renewal limits of member waivers from annual pledging led to a discussion about the waiver language in the Bylaws. Article 5.4 in the Bylaws empowers the minister to grant the waivers. Although Article 5.4 does not specify that a congregant must apply/re-apply for a waiver, it does set a one-or two-year expiration limit. Kelsey said that she would work with Rev. Israel on waiver monitoring.

Kim moved and Fred seconded that the waiver process should be considered, monitored, and continued by the minister contingent on the member's need . The motion passed unanimously.

The financial waiver discussion led to a broader one which has been discussed in recent BoT meetings: the issue of having a financial contribution stipulation as a requisite for membership (Bylaws Article 5.1.b). Elements of the discussion included the possible discouragement of prospective members' having to "pay to join," as well as the entire current emphasis on "Widening the Circle." Members agreed that the discussion needed to be broadened outside of BoT meetings, potentially at a Town Hall meeting.

5. Fred presented the results of the congregant survey of attitudes regarding re-opening UUCL for in-person services and meetings. Because some parts of the survey contain a large number of individual comments, Fred asked that volunteers arrange the

responses so that they are categorized and more easily understood. The Board discussed plans for sharing the survey results with the congregation.

6. The re-opening survey presentation led to a lengthy discussion about two basic operational aspects of reopening: 1) setting an initial date for in-person/in-house services, and 2) deciding what volunteers for different tasks are needed to conduct a hybrid service (in-person/in-house and virtual transmission). Outdoor in-person services have already been scheduled for a County Park location on March 20th, April 17th, May 1st, and May 22nd. The technical team has scheduled a meeting in the sanctuary regarding hybrid service plans for March 3rd. Rev. Israel called for a “true” re-opening task force, using members who have previously volunteered their help to carry out re-opening tasks. Several members asked Rev. Israel and the worship team to provide specifics about what actions and what volunteers are needed for re-opening—e.g., plans for child care and youth education, greeters/checkers for worshippers. All agreed that no indoor social hour should take place until a later date.

Carole moved, and Alan seconded, that the Board will develop policies for in-person worship services beginning in May, with subsequent planning for small-group and committee meetings to begin at the end of May. The motion passed unanimously.

7. The Board approved a request from Red Rose Sangha to conduct a Zen ordination ceremony in Founders Hall on May 28th. Fifteen to 20 attendees are expected.

8. Brad presented a request from the Mural Committee to move the proposed mural from the western to the eastern side of the entrance and to remove the ailing tree from that location. **Brad moved and Fred seconded that the request be granted, with the proviso that the Operations Committee would supervise the action. The motion passed unanimously.**

8. Carole reported on her calls to noncontributing members. She received no responses to her messages. Fred also reported on calls to the non-responsive members and said that he had gotten in touch with about half the people; a few were going to send in their missed contributions to retain membership. He also noted that several people had been interested in continuing to contribute and continue as members not because they intended to actively participate in the life of the congregation, but that they wanted to make sure a place with the values of UUCL continued to exist in the community. Carole suggested that in light of the financial support requirement discussion in item 4 (above), any further action be paused until a broader congregational discussion at a Town Hall is held.

9. Carole also reported briefly on a request by the school currently housed at Lancaster Friends Meeting to rent space at UUCL. Further discussion on this was tabled until the March meeting.

10. Darcy reported briefly on the annual stewardship campaign, which is planned to begin in March. She is asking for help with phone calls and mailing.

11. The consent agenda, containing only approval of the 2-1-22 minutes, was passed unanimously, following a motion by Carole and a second by Leslie.

12. Rev. Israel requested that Board members suggest names to consider for a vacant COM position. He also reported that the Personnel Committee has advertised for an accompanist position, but has received no responses.

13. At 9:55, Carole moved and Leslie seconded that the meeting be adjourned. The motion passed unanimously.

February 2022 Treasurer's Report

Dear UUCL Board of Trustees:

Attached are the January 2022 financial statements. The month shows a net deficit of \$20.9k. Expenses for the month were \$33.8k and revenues \$12.9k. With 81% of our pledge commitments having now been received, monthly deficits are to be expected in most of the remaining months of the fiscal year.

Year-to-date we have a net surplus of \$42.5k. This is behind our YTD budgeted net of \$56k. However, when adjusted for the auction timing once again, the YTD budgeted net would drop to \$28k, making our current \$42.5k surplus much more favorable.

Our Operating Fund balance stands at \$138.6k.

Respectfully submitted,
Jonas Kauffman