

UUCL BoT Minutes – June 28, 2022

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

Trustees Present: Darcy Pollock, Fred Foster-Clark, Carole Campbell, Kim Chappell, Alan Jacobs, Steve Jones (elected at the 6-5-22 Congregational Meeting, and not a voting member until 7-1-22); Jonas Kauffman (Treasurer); Rev. Israel

Others present: Kay Welty (COM)

1. President Darcy convened the meeting at 7:02, lit a chalice, gave a short reading, and welcomed newly-elected Board member Steve Jones.
2. Darcy presided over election of Board officers for the 2022-2023 year: Fred Foster-Clark as president (Darcy nominated, Kim seconded); Alan as Vice-President (Fred nominated, Kim seconded); Kim as Secretary (Darcy nominated, Carole seconded); Jonas as Treasurer (Darcy nominated, Carole seconded). All officers were elected unanimously.
3. Jonas gave the Treasurer's report for May, 2022 (attached). UUCL will finish the fiscal year better than budgetary expectations in comparison to the 2021 need to use \$30k from the Prior Year Surplus rather than 2022's use of approximately \$10k. See paragraph 3 of the Treasurer's report for more detail. **Alan moved and Carole seconded that the Treasurer's report be approved. The vote to approve was unanimous.**
4. The Board discussed several items of old business.
 - Masking requirements will continue for indoor worship services and meetings during the summer. There will be no Zoom broadcasts.
 - Discussion about pews being replaced by moveable chairs resumed. There was agreement that any decision should be postponed. A suggestion was received favorably that Sindy Pollard create a brochure to explain the "why"s of such a change and information about the type of chairs envisioned, with an accompanying congregant opinion survey and exploratory funding willingness. Rev. Israel offered to write the reasons for such a change, and to reach out to the Harrisburg UU church and other churches who use moveable chairs instead of pews.
 - The UUA Ministerial Fellowship Committee survey of Rev. Israel's 2021-2022 year, completed by Board members, was forwarded to the MFC.
 - Alan's report of the Ops Team's current projects and signed agreements for future HVAC work was noted with appreciation by Darcy.
 - Darcy noted that interviews with two contract ministerial candidates would take place on June 30th and July 2nd.

5. Darcy included a “laundry list” of items for future deliberation and invited Board members to add any topics they thought important. Her topics included:

- as priorities, the ministerial search and fall worship plans;
- committee versus cabinet organizational structure;
- a taskforce to consider membership categories; and
- review of the Bylaws for other areas of needed change

6. Rev. Israel reported that he had completed all staff evaluations with one exception.

- He updated the Board on an ongoing personnel issue.
- One fiscal topic emerging from his discussions with staff was the need for the music director to relinquish his tech support work now that services are conducted in person and will be hybrid (in-person and Zoom) with the start of the new church year in September. Rev. Israel suggested that the music director position and remuneration be examined for adequate fairness; the BoT agreed to delegate the discussion to the Personnel Committee for further review. **Fred moved and Alan seconded that the Personnel Committee should reconfigure the music director’s job description and compensation based on UUA guidelines. The motion passed unanimously.**
- In light of a new minister coming on board, Fred asked about where annual staff evaluations are stored. Rev. Israel replied that Kelsey has past reviews in the office, and that his are filed electronically, and that he will share them with the Personnel Committee.
- Rev. Israel asked for time to discuss the MFC evaluation and his ideas about programming. He expounded on the decline in people volunteering for committees but being enthusiastic about limited specific projects. He answered members’ various questions about the church mission, organizational structure, and membership.

7. There were two items on the consent agenda: 1) approval of the May 24, 2022, Board minutes, and 2) approval that the minutes of the June 5, 2022, Congregational Meeting be submitted to the congregation. **Fred moved and Alan seconded that the consent agenda be approved. The motion passed unanimously.**

8. There being no further business, the meeting was adjourned at 9:18.

Respectfully submitted,

Kim Chappell, Secretary

June 2022 Treasurer's Report

Dear UUCL Board of Trustees:

Attached are the May 2021 financial statements. May's Financial Commitments received were a disappointing \$6.8k. However, auction proceeds of \$17k kept revenue for the month \$3.6k above budget. Monthly expenses came in very close to budget. The net for the month of May was a \$6.4 deficit which is about \$2.2k better than expected for the month.

With one month left in the fiscal year, the May financials show us with a \$12k surplus YTD. Financial Commitments and Other Contributions of Record total \$307k YTD, about \$14k above budget. The auction revenues have now exceeded their budgeted \$30k amount, with some additional donations still expected in June. YTD expenses are \$42k under budget, with total personnel costs accounting for \$37k of those savings.

Barring additional revenues that are higher than I am expecting in June, it is likely that we will need to use some of our Prior Year Surplus to balance our books at fiscal year-end. Our 2021-22 budget included use of \$30k of funds from prior year's surpluses in order to break even; we will need far less than that amount. Thus, the church will still finish the year considerably better than budgeted.

Respectfully submitted,
Jonas Kauffman

APPR