

**First Universalist Unitarian Church
Board of Trustees Minutes
January 18, 2022**

Present: Hemp, Monarski, Stezenski-Williams, Jefferson (Treasurer), Hall, Leigh, Mason (ex-officio) and Ashenbrenner, Josh Wright

I. Chalice lighting, reading, reflections

- Hemp opened by reading the mission

II. Agenda Consent and Repair

- Randy Jefferson added the discussion of staff bonuses
- Motion to approve by Dawn, 2nd by Kara; approved unanimously

III. Election of Board Officers

- Motion by Dawn, 2nd by Kara to elect Sheryl Hemp as Board President, approved unanimously
- Motion by Dawn, 2nd by Kara to elect Randy Jefferson Treasurer, approved unanimously
- Motion by Randy, 2nd by Dawn to nominate Jeff Leigh as VP and BSW as Secretary, approved unanimously

IV. Approval of the November minutes

- Correction add: “to address the inconsistencies in the FICA report”
- Motion by Dawn, 2nd by Kara, approved with two abstentions

V. Treasurer’s Report and Updates (for last two months)

- November 2021 report (correct bullet two, change November to October
 - Motion to approve by Kara, Dawn 2nd, approved unanimously
- December 2021 report
 - Randy provided a brief overview
 - \$396k income
 - \$363k expense
 - The PPP loan prevented us from having a -\$4,000 deficit
 - There is a \$20k “non-pledge” contribution that did not come in and may create a problem in 2022
 - December revenues came in low compared to previous years
- Motion to approve by Karan M, 2nd by Josh W., approved unanimously

VI. Bonus Discussion

- BSW motioned to do a staff bonus, 2nd by Karen M, approved unanimously
- Randy J provided an overview of how we got to the bonus: no staff pay increases; extraordinary work by staff to keep the Church functioning and connected; a modest surplus to cover the cost of providing the bonus.
- Consensus that bonuses are not an every year likelihood or expectation

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- Motion by BSW to do the 5% (of the 2021 compensation) for the minister and up to 5% for the staff, giving the minister the discretion to adjust the individual staff levels) presented by RJ, motion by Kara, 2nd by Dawn, approved unanimously

VII. Minister and Staff Reports (Consent agenda)

- RJ asked for further information re: new programs such as Spiritual Autobiography and Engaging New Members
- Brian Mason provided a short summary of the new programs

VIII. Bounce Back Discussion – including RE status

- Kara raised questions/concerns about COVID
- After extended discussion, the Board agreed to keep the protocols the same, but expand communication around the need to follow them fully
- Further discussion around what to do about doing in-person RE
- Consensus that RE should return to in-person in February because the life of the program is in the balance. Online RE is not reaching or helping more than a handful of children and not having RE during church reduces the number of families participating

IX. Stewardship Update

- Still in the process of securing pledges
- If we can get renewals at 2021 #'s, we will be short
- Will very likely need to ask everyone to make additional pledges
- Some new pledges, but just a few
- Some of the new gifts are large

X. President's Report

- need for 3rd signer on the bank accounts
 - Randy offered to be the 3rd signer
- Fellowship renewal application for the Minister
 - there are two entities doing evaluations - the Board on Ministry and the Board of Trustees.
 - It's due on February 1,
 - BSW will create a Google doc to share with the Board
 - Suggestion that each Board member should provide bulleted comments in each area where they feel like they have meaningful comments to make
 - Request to set aside time on 1/31/22 to meet to review the document as a group via Zoom (not during the Packer game)
 - Sheryl will request a deadline extension from the UUA

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- XI. Board Development Update**
- Will re-schedule the training with Kelly Fisher, it may include week nights
 - board and committee recruitment - tabled till next month
- XII. Upcoming CW articles from Board**
- Dawn agreed to write the article
- XIII. Dawn motion to adjourn, 2nd by Josh, approved unanimously**