

UUCSR Board of Trustees Meeting
August 25, 2022 6:30 pm *(via Zoom & in person)*

MINUTES

Voting Members Present: Leslie Norinsky (President), John Mason, Tamara Murrell, Lee Lipinski, Scott Miller, Margaret Bregger-Coston, David Reitzell, Maria Praetzellis, Jan Hess, Linda Balabanian (appointed)

Non-Board Members Present:

Era Capone (DRE), Aphrodite Bellochio (Administrator), Dee Ray (Recording Secretary), Debby Belansky, John Jaffray, Kirsten Olney, Bev Spears, Jami Kerr, Mike McGirr.

Meeting called to order: 6:30 PM

Chalice Lighting, Opening Words, Land Acknowledgment

VOTE: Agenda approved unanimously.

Consent Agenda:

Approve minutes, and consent agenda
Minutes of last meeting and special meeting
DRE Report
Resolution on the Minister's Housing Allowance
Glaser Center Facility Use Policy
FinComm Charter
Gift Acceptance Policy

VOTE:

Scott Miller's attendance added to July 7 minutes, and Consent Agenda approved unanimously with that addition.

Open Mike:

No one wanted to speak.

Report from the Minister- Rev Dave

Four areas to focus on: Trust, Communicating roles, responsibilities and accountability of the role of the minister, role of the board and the role of a member, looking at what staff are doing and are they being utilized best possible, financial planning. Trust is issue we'll work on all year long. Recognize we've all been traumatized in one way or another by events of past.

Financial Report- Linda B & Jan H (Co-Treasurers)

Ended year 2021-22 with \$5000 loss instead of \$50,000 loss.

Current year 2022-23: Pledge payments were under budget for the month of July by about \$10K, but in positive position at the end of the month because employee expenses were under budget. However, we have fewer pledging families, 173, than we have for over 10 years and pledges recorded in Realm are once again in the neighborhood of \$40K+ under this year's budget. Our budget this year includes employee expenses higher than we've ever experienced, even when we had an assistant minister. The Board should consider studying whether these expenses will be

sustainable for us in the future. Should think about Realm training because people may be overwhelmed by having to go onto it to pledge or donate. Previous year's pledging units: 210 (2021), 254 (2020), 285 (2019). Many moved or passed away. Sustaining Pledge comm will be looking at people who may have become inactive--67 haven't made donation since July 1, 2021. Strategy—have lay chaplains look at list to see if they have any insight into individual's situations.

Roof budget: Special donations to match \$50K donated—we have about \$35,000 of the \$50,000 we need to match.

Pledge team: starting to do member certification and have list of 67 people who have not made any payment since beginning of the last fiscal year, but many may have moved away or just not coming back.

Auction and Fundraising- Leslie and all

Need to work on smaller things than auction now. Concerts may bring new members. Auction on hold until we build momentum around social activities we know we are able to do. Gage has ideas to bring in some concerts or recitals. \$22,000 is in budget as goal for fundraising.

The Roof- Kirsten

Repairs on roof are happening Sept. 14 and 15. Ordering materials right now. Permits applied for and received. They are aiming to do the work in October. Have to do within 6 months of signing contract. Roof will take a couple of weeks. Workers will be gone by 5 p.m. daily.

Staffing update and issues- Aphrodite, Leslie

Aphrodite put on hourly and will work 30 hours per week. Looking for temp person for Glaser Center rentals. Bookkeeper having childcare problems.

RE Report- Era

Held Chalice Camp! From August 1st-5th.
26 kids are enrolled in RE.

Technology Report- Era

Hardware: Staff members of UUCSR should be able to work from home, so we purchased 3 laptops: 1 for the administrator, 1 for the minister, and 1 for either the Glaser Center coordinator or the bookkeeper. Having staff work on UUCSR computers also facilitates oversight and security.

Software: We are adopting google Workspace as our primary form of communication, storage, and oversight replacing the Microsoft Suite of products. Documents will be stored in the cloud. Email service has been changed from Sonic to Gmail. Now, a staff member's email can be accessed by a supervising party. We are also adopting a password management program to manage all of our passwords.

It is critical that in these next several months, staff members use these new technologies, as getting in the habit of using them is what will set the groundwork for full adoption. Additionally, it is important that the role of tech administrator/coordinator does not fall on the shoulders of a volunteer. We need to hire staff person to be accountable for our systems. We also need backup for Quickbooks. Pay a third party to back up.

VOTE: Motion: Board extends special gratitude to Era for work she's done on our technology needs. Passed unanimously.

Conversation about taking UUCSR into the next phase.

Community Conversations- Maria

First meeting postponed, rescheduled for Sept 18. Already have list of 8 questions to cover. Trying to create culture of openness.

Safety Training and Aggressive Behavior Outside Groups- Tamara and Leslie

We could become targets; esp. Sunday mornings. Should be more proactive for protective measures?

inRESPONSE Mental Health Support Team crisis line: 707-575-HELP. Katie Swan is the coordinator 707-204-9756;

InRESPONSE is a licensed mental health support team, crisis support team. Hours are noon to 10 p.m. every day. Katie is willing to come and do session with staff about what they will do if called instead of law enforcement. Mental crisis, suicidal ideation. Train Saturday morning crew chiefs.

The Retreat (Sept 9, 10, 11)- Leslie and Rev Dave

Sent out tentative schedule.

Zoom and Worship- David R and Leslie N

Now that were back in person make sure zoom folks aren't left behind. Sound is better now. Must have equipment to support tech team and make it professional. Would help to have more worship associates. Getting some 6th graders and older to help out with tech. Remind people on Sunday mornings to speak into microphones.

The Problematic November Meeting Date- Leslie N

3 members of board want to be in choir.

Agreed to change to last Tuesday in October and November and first Tuesdays starting in January. *Future meeting dates for board:*

Sept 22, Oct 25, Nov 29, Jan 3, Feb 7, March 7, April 4, May 2, June 6

Meeting Adjourned at 8:35

Next board meeting: Thursday, September 22, 2022, 6:30 p.m.

Submitted by Dee Ray, Recording Secretary