

**UNITARIAN UNIVERSALIST CONGREGATION AT MONTCLAIR
BOARD OF TRUSTEES**

Meeting Minutes

October, 2021 – 7:00 p.m. via Zoom Online Meeting and in Person

Meeting Date	October 19, 2021
Attendees	President Michael Hetrick, President Elect Shannon Gattens, Past President Peter Arian, Treasurer Chris Corbett, Secretary Wayne Eastman, Trustees Lauren Carlton, Francesca Elms, Ramona Hilgenkamp, David Jones, Nick Lewis, Giancarlo Ponticello, Sarah Scalet (A quorum was present.)
Staff and Guests	Reverend Anya Sammler-Michael, Reverend Scott Sammler-Michael

Follow-up			
#	Action Item	Who	By When
1	Write response to NLDC on the Leadership Support Council	Rev. Anya, input from Lauren	
2	All materials collected for Annual Report	Wayne	10-29
3	Ask for commitment to head Pledge Drive TY notes--Francesca	Rev. Scott	
4	Bylaw Team to meet	Michael, with Chris, Sarah, and David	
5	Auction Team to be formed	Nick, Chris, Rev. Scott	
6	Thank you notes to be sent	Francesca	

Meeting Notes

Call to Order and Welcome

Check-In

Chalice Lighting and Reading

Consent Agenda-Sept. Board Minutes,

Michael

7:04

Shannon—A way you enjoy relating?

Shannon—Abu Patel

7:05-7:20

1. Rev. Scott's Report. Rev. Scott's report approved 7:31
 - Chris—yes on the good work done, as shown in the photos. Finance Cmte met on Thursday—emergency work to be approved.
 - Costs of repairing roof—a small fund drive is a possibility—roof hasn't failed yet, but definitely needs to be fixed.
 - We need to bring the repair budget back up—used to be 30K—we have a 115-yo facility.
 - Lauren—a big thank you! Good work by Rev. Scott. Question on roof, seconding Chris.
 - Rev. Scott—progress has been possible because people in leadership have recognized needs. Getting an estimate on the roof. Probably will be about \$170-200K.

2. Rev. Anya's Report Rev. Anya's report approved 7:31
 - Michael—are you looking for Bd involvement now on the issues you mention in your report on our challenges and current situation?
 - Rev. Anya—no—I see this as a Council on Ministry issue

3. Council on Ministries Update Deborah Corbett 7:32-7:40
 - Deb—members of the council—we are exploring the role of the council—thank you for supporting our recent retreat, part I! Rev. Emily from Beacon was very good.
 - We have reorganized our covenant and are creating new organizing questions.
 - Ministerial evaluations every other year, so we can focus on ministries in the alternate years—we may need to revise our charge.
 - Need to redo a bylaw provision that does not mention ministers as members of CoM and also language that incorrectly implies review power over the Bd.
 - Michael—sounds good.

4. Treasurers Report Chris 7:41-7:56
 - 25% into the year. Our expenses are fine, our income is a bit low. Our long-term tenants are all paying again. Endowment earnings are good. Fundraising is an issue. Higher employee costs, as planned—RE, reopening. We're in a 23K surplus, good but down from 52K last year.
 - Francesca—low Social Justice spending? Scott—probably just related to lack of big events so far.
 - Chris—no MESH spend so far. We could focus on congregational giving, given the good MESH \$ situation.
 - Ramona—September was disappointing—a 2.2% loss—but this was considerably better than the larger losses of the major U.S. stock indices. We have a balanced portfolio—international portion did better than the indices, as did our Vanguard funds and our bonds. Good performance in October—making up the September loss—volatile market. Lauren—fossil fuels? Chris—ESG funds, plus others that do not have tobacco or fossil fuels.
 - Peter—Include the building as an asset? Chris—Usually not done in non-profit—value of building is around \$3.5 million—but it's not an asset that we're going to sell, and we can't get a

standard home equity loan against it.

- \$2450 in Shop-Rite Cards—the U gets 5%—any of you who shop there, we'd like to liquidate the cards.

5. Special service on 11-7

Rev. Anya

7:57-8:00

- ½ split to Meadville-Lombard that day? I want to talk to the Bd first, then Sharing Our Riches.
- Shannon—motion to that effect—motion passed

Retreat Reflection

Michael

8:01-8:05

- Michael—thoughts? Sarah, Giancarlo, Ramona, Rev. Anya, Shannon, Peter—positive responses.

NLDC Leadership Support Council

Rev. Anya 8:06-8:24

- Under new charge, NLDC works on leadership development. Idea is to have a council of trusted leaders. Planning regular gatherings. Identifying leaders is sensitive—plan shared with CoM. Reactions?
- Michael—great plan. Lauren—I'll be devil's advocate—I'm skittish about creating another group. Too many mtgs? Chris—let's ask for people in order of priority—pledge, auction, etc. are important—need for hands-on roles to be filled before an ancillary cmte is formed. Sarah—agrees with that point. Nick—I've been recruited—let's see how it works. Rev. Scott—this relates to the bylaws and the size of the Bd. Rev. Anya—idea is to mentor and support leaders, not to recruit them. Giancarlo—bringing new people into the fold is impt. Rev. Anya—I can craft a response for NLDC based on Bd comments—could use your input, Lauren.

New Auction Team

Michael/Chris 8:25-8:33

- Michael--We need to get a team together—how many people? Rev. Scott—Bd liaison. Nick—5-6 key people including a chair or co-chairs, 15-20 volunteers, at least 1-2 tech people, publicity/communications. A new structure is needed for the new auction.
- Francesca—some questions re free raffle tickets—main question is how we do this in the age of Covid? Chris—positive changes re Covid may happen by Spring, when the auction will be this year. Michael—volunteers? Peter—On reopening. Chris—Yes. Nick—Yes, if not to lead. Tech person who knows software wd be impt.

Bylaws Change Team

Michael 8:34-8:35

- Michael, Chris—Sarah and David volunteer.

Reopening Updates

Peter/Rev. Scott 8:36-8:43

- Peter—Improving Essex Co. situation—Cmt mtg tmrw—Bd opinions?
- Giancarlo—we're not wearing masks here. People may make diff choices and cause tensions.

Action Item Review

Wayne

8:44-8:47

Process Observation

Shannon

8:48-8:49

- Respectful tone, including dealing with disagreement. No microaggressions. A little longer than scheduled on some items, but a productive mtg w/ a lot done.

Closing/Adjourn

Michael

8:50

Executive Session