

Unitarian Universalist Church of Annapolis
Board of Trustees Meeting
UUCA Library; November 26, 2019
6:50 pm – 9:20 pm
Approved Minutes
Revised 1/28/20

In attendance: Heather Millar, Kari Alperovitz-Bichell, Jane Carrigan, Stan Haavik, Carrie Kotcho, Rob Malone, Dianne Moreau, Peter Morse, Rev. John Crestwell, Rev. Kathleen Rolenz

Chalice Lighting and Opening Words: Kathleen

6:50

Check-in: All

Approve October 22, 2019 Board Meeting Minutes: Carrie

ACTION: Motion made by Peter and seconded by Stan to approve the Minutes of the October 22, 2019 Board meeting as corrected tonight and dated November 26, 2019.

8th principle considered and discussed. **Approved**

Proposed 2020 Budget: Kari

The Board walked through the proposed 2020 budget which shows a slight deficit. Kari clarified that unplanned repairs do not come from the Operations Budget. The finance committee to increase non-operational funds for unplanned maintenance/repairs with Finance Committee.

8th principle considered and discussed.

ACTION: Motion made by Dianne to accept the 2020 budget as edited tonight, 11/26, and recommend to the congregation that they approve this budget. Seconded by Heather.

8th principle considered and discussed. **Approved**

Finance Officer Report: Kari

Discussion: Finance summary, although revenue is higher than expenses right now, October was the lowest pledge commitments (pledges paid) received month in 2019 and 2019 is lowest in 5 years. A significant number of pledge units have not yet fully paid their pledges for 2019. Board to send reminder to congregation to check their status and pay their 2019 pledges. The Executive Team is working on a long-term strategy to send reminders to members. They will investigate whether this is a year to year trend or an anomaly. Stan volunteered to help with this work.

The FUNdraiser netted \$14,500 this year which was higher than expected. UUCA grew by 10 new members for a total of 285 pledge units in 2019.

(Kari left the meeting)

7:55pm

December Congregational Meeting: Heather

1. Draft Agenda: The Board reviewed, discussed, and refined the draft agenda. Heather presented ideas for an 8th principle activity at 11:28 on Congregational Meeting agenda. She will consult with BBC and insert an excerpt from the 11/24 activity on difficult

conversations into the Congregational Meeting's agenda. The adapted version will be sent to the Board via email for review and feedback later this week.

2. Logistics:

- a. Sign-in: Rob, Carrie, Peter
- b. Mics: Stan, Peter
- c. 2 vote counters: Stan, Peter
- d. Timer: Jane

BEEC2 Request: Jane, Heather

The Board was asked by BEEC2 whether the Church would look at BEEC1 capital campaign pledges and ask those pledgers to fulfill those original pledges before the end of the year. The Board discussed the request and decided not to do so at this time. The Board will include BEEC1 pledge information as part of the discussions with the Next Steps Weekend Consultant. The Board will reconsider this request after Next Steps Weekend.

Ministers' Housing Allowance: Jane

8:20

1. **ACTION:** Motion made by Dianne and seconded by Heather, to approve that the Interim Minister Rev. Kathleen Rolenz's compensation package for January – July 2020 shall include a Designated Housing Allowance of \$14,420, paid as a monthly check of \$2,060.00. This allowance shall come from the annualized Salary/Housing amount included in the FY20 Budget approved by the congregation. Rev. Rolenz is responsible for calculating and paying all her personal tax obligations connected to this housing allowance.

8th principle considered and discussed. **Approved**

2. **ACTION:** Motion made by Peter and Dianne seconded to approve that Rev. John Crestwell's compensation package for 2020 shall include a Designated Housing Allowance of \$50,400. This allowance shall come from the annualized Salary/Housing amount included in the FY20 Budget approved by the congregation. Rev. Crestwell is responsible for calculating and paying all his personal tax obligations connected to this Housing Allowance.

8th principle considered and discussed. **Approved**

Ministers' Report: Kathleen, John

1. Rev. Kathleen led a discussion on how Board spends its time with focus on working towards our ends statements and measuring to understand effectiveness and impact of Ministerial/Executive work. She suggests another Board retreat to focus on ends and impact.
2. Faith Formation
 - 97 families formally registered.
 - Average number of kids (0-18 years old) that attend on Sundays is around 80
 - 40 people volunteering regularly
 - Faith formation is still in need of volunteers and would like to encourage those who are not parents to volunteer for Faith Formation

3. SmartTVs/Monitors- UUCA will be installing TV monitors for The Young, Angebrandt, Faith Formations sanctuary, and library. Some Abernathy gift funds were used for this equipment purchase. Rev. Kathleen noted the extremely low price we were able to get on the purchase.

The Board stopped to take time to consider our work in light of the 8th Principle to accountably dismantle racism and other oppressions in ourselves and our institutions.

Calendar/Highlights: Heather

1. January 24 – 26 Next Steps Weekend
2. Highlights article for January, due December 15: Congregational Meeting; Next Steps Weekend

Expectations for December 10th Board Meeting

1. Opening/Closing—Dianne
2. Review of Congregational Meeting

Check-out: All

Are we living up to our commitments to the Congregation and to each other?

Closing Words and Extinguishing the Chalice: John

9:20

Submitted by: Carrie Kotcho, Secretary