

Unitarian Universalist Church of Annapolis
Board of Trustees Meeting via Zoom
December 28, 2021; 6:45 pm – 9:12 pm
Zoom Link: <https://zoom.us/j/92252637488>
Approved Minutes

In attendance: Jane Carrigan, Jenn Pollitt-Hill, Jan Bird, Mike Wanhatalo, Rev John, Rev AZ, Kari Alperovitz-Bichell, Stan Keeve, Linda Mundy, Carrie Kotcho.

Chalice Lighting and Opening Words
Check-In

6:45

Board Reports:

Finance Officer Report: Kari

Cash available for operating as of 11/30 was \$3600 – significantly short of the \$60K per month we need to run the church. On that date we did have \$125K in the checking account, so we are not about to bounce checks. We are now using the \$19K carryover we had accumulated in the years prior 2020, and have moved \$35K cash from the endowment to the PNC checking account. She remarked that we might not have to use it for 2021 - if December income is high enough (from pledges, End of Year appeal, and the auction - which netted \$10K).

Pledge payments coming in November were \$41K, which is a little better than typical. Total pledge dollars received in 2021, as of 12/21/21 were \$534K.

Total pledges made in 2021 through the end of November (meaning promises, not payments) are about \$18K more than last

year. We have \$598K in pledges(promises) on the books, which is better than Pam's previous estimate of \$578K.

Re: the Sunday plate - October was \$1495, a typical month. In 2021 so far, we remain about \$3K behind the budget for Sunday plate.

Revenues are \$24K behind expenses this month (worse than recent months because there were 3 pay periods in November).

Kari reported that the finance committee and stewardship team met jointly 12/21. The consensus - and advice given to the executives - is to make the change from year-round pledging to a single stewardship period but to implement it next year with planning to start in January of 2022.

They also recommend changing the fiscal year to July-June. This will require a congregational vote. It will also require a new budget be created and approved by the Congregation this spring.

There was a discussion about these recommendations. Kari anticipates that we'll have to first see how FY21 actually ends financially and then look at what revenues look like in the first two months of CY2022 to see if the deficit is a continuing trend or if it is turning around.

Board members agreed to put the change of fiscal year to start July 2023 into the spring Congregational meeting. Kari will bring a motion to the January meeting. We discussed the need to have concise talking points for all leadership to share about the changes happening. Rev. AZ felt that she would be able to get messaging ready for us in early CY2022.

Ministers Report: John/Anastassia

Rev. Anastassia's Time Assessment/Work-life Balance:

Rev. AZ clarified what it is standard for leave within her contract and let the Board know that there is some ambiguity about compensatory time. She wants to test her plan to take a week off a month and do some reflecting and assessment after a 3 month trial. The Board discussed the need to make sure that Rev. AZ gets the time off promised in her contract. She tried taking Friday's off but that did not work. Monday's have worked better more often than not. She has a T-Sun schedule that she's trying right now which is seeming to work better. Rev. John added that he may reassess his schedule as part of his sabbatical.

The Board supports AZ's leave proposal/trial as proposed and committed to follow up after three months to discuss.

Membership

Rev. AZ reported that the effort to streamline the orientation and onboarding process is going as planned. New newcomer class Roots & Wings has been simplified to 2 two-hour sessions. New members will be recognized on January 9 with the wheel of life service. Board members asked the Ministers for talking points from Ministers on this so that we may all help communicate to members about this.

Re-Opening

Rev. AZ reported that considering the contagious nature of the new Omicron variant, we are pivoting by adopting new COVID mitigation strategies, even as we continue to offer a hybrid of in-person and online worship. Each of these will be re-evaluated on January 17 and may or may not be necessary after that point.

These include:

- Requiring high-quality masks (KN95 or equivalent) when entering UUCA. (93 percent of respondents to our survey agreed!) A high-quality mask is available if folks do not have one.
- Reinstating our reservation system to attend worship in person. This will allow us to re-establish social distancing and ensure that folks attending know that they have a seat.
- Keeping doors and windows open on Sundays. (60 percent of respondents to our survey agreed.)
- Requiring everyone who is attending to be vaccinated (if age eligible).

We are also urging those who test positive to stay home. We are continuing with our policy of requiring those waiting for a COVID-19 test result that was taken after symptoms or close contact, to stay at home until you receive a negative test result. These are required for staff and volunteers. We continue to promote vaccination and booster shots.

Rev. AZ thanked Kari for being a consistent player on our reopening team and appreciated Jane's involvement to keep us all as safe as possible. She also noted that the choir is taking a break right now, self-imposed.

Additional Items

Rev. John will reshare the global ends statements write up with BOT to look for alignment. Jane will pull the notes from last June's meeting to prepare what the Board will discuss and adopt/align to at our January meeting.

The Brian Ganz concert was tentatively rescheduled for Feb 6 due to COVID – but given construction we have to double check to make sure we can do that.

Rev. John shared the good news that UUCA netted \$10,000 with this year's Auction. The End-of-Year Appeal is nearing \$13,000 and we are hopeful that it will meet our target of \$15,000.

He also let the Board know that he is now a chaplain for a 30 minute weekly morning prayer circle in Annapolis for cancer survivors and families. He will communicate this to UUCA folks who may want to participate. He also noted that he has ended his time on the NIH Cancer Board.

BEEC: Jan

No update. See Ministers report for information.

Widening the Circle Report - Mike Wanhatalo/Jenn Pollitt Hill

Mike and Jenn gave a short debrief from our informal Board discussion about the WTC Report and the report of the POC group. The Board intends to empanel an 8th Principle Implementation team that is comprised of people from the many teams who have and are working on 8th Principle issues at UUCA.

Mike reported that when he shared this information with folks in these groups, they were very positive. Jenn and Mike are going to lead this effort and charter the new team. Stan shared that he's been reaching out to many of the potential members of the team and given them the background needed to be considered and to consider taking on this task. There is a feeling of some stress around this, that it is high stakes work that will require a level of acceptance with discomfort. He is very positive that we will achieve this successfully.

Check-out: All

Are we living up to our commitments to the Congregation and to the 8th Principle?

Closing Words and Extinguishing the Chalice: 9:12pm

Submitted by: Carrie Kotcho, Secretary