

December 2023 Board Meeting Minutes

December 19, 2023

Agenda

Reminder of Covenant

Chalice Lighting

“The Night of Mystery” by Linda Hart

Attendees:

Gerri Farrell, Rev Debra Haffner, Ken Buley-Neumar, Allyson Barish, Connie Sorscher, Jim Rubin-Perez, Vivian Storm, Michele Lauer-Bader, Laura Otton. Absent: Jenna Kern-Rugile

Discussion and Vote Items:

Minister Housing Allowance - Minister's housing allowance will be \$3,000 monthly for 7 months through July 2024. Unanimously approved.

Pledge Goal - Last year's goal was set at \$300,000; \$325,000 was reached. Board discussed impact of setting goal for this year too high/low, considering expectations of incoming settled, net number of new members, morale, rental income, budget expectations, upkeep of building, etc. \$335,000 pledge goal unanimously approved. Ken will also notify Stewardship Committee.

Ken will also advise Stewardship of potential increases in health benefits co-coverage depending on whether individual/family coverage is chosen.

Pledge Drive Charter - unanimously approved.

Building Rental Policy for Special Circumstances - sometimes, UUFH will sponsor an event under our insurance. This policy will allow such sponsored events' coverage, without requiring the renter to get Board approval. Unanimously approved.

Building & Grounds Landscaping Subcommittee Charter - Language added that it "must be in compliance with the annual approved budget." Approved unanimously.

Social Justice Committee's Teams Charters (Environmental, LGBTQ, Reproductive Justice and Racial Justice) unanimously approved.

Grow to Give Garden Team Charter unanimously approved.

Greeters Subcommittee Charter unanimously approved.

- **Split Plate Team Charter** unanimously approved.

- **Memorial Subcommittee** unanimously approved.

- **Memorial Wall Team** unanimously approved.

Discussion Items:

Reminders - Endowment/Investment Committees to recommend to the Board what percentage of Endowment Investment interest may be used for special unbudgeted projects. The Strategic Planning Committee will only consider long-term issues. Investment interest tabled until January meeting. Role of Endowment/Investment needs clarifying in the charters. No change of bylaws anticipated this year.

Finance Report – Allyson: Pledges and Contributions through November 2023 are at 32% for the fiscal year, compared to 40% at this time last year. Overall income is at 42%. Allyson expects that January will look better. Building Use is at 31% this year. Cottage rent is not credited yet. Lost income from Little Learners is \$3000 per month. Snow-plowing budget may help offset lost income, if Winter is mild.

Holiday Gifts - Allyson and Rev Debra will determine holiday gift amounts on 1/2/2024.

- **Potential Long Term Rental** - Ad Hoc Rental Committee has potential renter for the Cottage only. Painting requested. Second painting estimate pending. Financial documents still pending. Ad Hoc Committee will send the Board a proposal once documents received/agreement reached.

Furniture Policy - Unanimously approved as submitted. Gerri will post an article about it in early January. Policy will also be posted on the table closet door, on the front entryway table, and in the Main Office.

Castle Care Committee Charter - tabled until January meeting.

Pastoral Care Committee and Care/Share Team tabled until January.

Investment and Endowment Committee Charters - more time needed. Tabled until January.

Once Charters are all done, they should be posted on the new Website to let the congregation become familiar with them.

Website (Ken) – waiting for ChurchGo to give the version/content back. Beta version testing will be rolled out in early January.