

**West Shore Unitarian Universalist Church  
Board of Trustees Meeting  
Thursday, October 28, 2021, 6:30-9 p.m.  
Motions and Minutes  
Approved December 2, 2021 6:45 p.m.**

**Present**

**TRUSTEES:**

Gary Kustis  
Sarah Soper  
David Willett  
Lois Riemer  
Kathy Kosiorek  
Brian Gardner  
Suzanne Rusnak  
Liz Nolan

**STAFF:**

Rev. Anthony Makar  
Suehana Kieres  
Caprice Wright (via Zoom)  
Meghan Ross

**FINANCE COMMITTEE:**

Jen Wynn - chair

**PRESENTERS:**

David Blazer (via Zoom)  
Karen Grochau  
Linda New

**MOTIONS:**

**Motion made for approval of September 24, 2021 minutes with final proofreading from Suehana and Rev. Anthony, and edits from Jen, made by Liz, Gary seconds - all in favor, none opposed**

**Motion to accept an unrestricted bequest from George & Liane Bliss in the amount of \$75,531 to be treated as a quasi-endowment fund made by Dave Willett, seconded by Brian - all in favor, none opposed.**

**Motion to adopt 3 primary AVOM goals (1. Creating quality programs that engage all generations together in meaningful activities; 2. Re-establishing church relationships after 18 months of COVID-19 social distancing, and growing our community; 3. Continuing our focus on justice-making, with a special emphasis on addressing climate change) made by Brian, seconded by Lois - all in favor, none opposed**

## MINUTES:

- 1) Opening Reading from Kathy Kosiorek - A Small Heaven: When Feet Flail  
Note: Guests Karen Grochau and Linda New, David Blazer and Caprice Wright calling in
- 2) Consent Agenda - need to add Anthony to those present, minor wording changes from Jen and Suehana

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- 3) 8th principle group Karen Grochau and Linda New
  - a) Contained, small group Interested in starting discussion on impact
  - b) Proposed as grassroots effort a few years back, will be up for voting at UUA in 2023
  - c) Lots to understand in what it means and how it might affect us, National as well as local impact
  - d) Timeline July 1 for planning
    - i) First meeting Aug 15 to watch interview
    - ii) Aug 29 meeting
    - iii) 2nd and 4th Sundays going forward, addressing a question each time
      - (1) What does Beloved Community mean, how do we hold ourselves accountable
  - e) People are open to adopting, 120 congregations have adopted so far
  - f) "We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions."
    - i) Proposed because it is possible to follow 7 principles w/o antiracism
  - g) Asking to sign pledge to study proposal, gathering support - not just to complete process but fully living into new reality - desire is to get 10% threshold of congregation (so far about 20 people have signed)
  - h) Have had help from UU Akron church in guiding process - they started about 18 months ago
  - i) Gary invited this group to the BOT, Anthony will be publicizing as will Meghan
- 4) Reopening status
  - a) Updates from David Blazer: currently no large-scale recs from religious groups, lots of handing it to local churches; NONE recommended from UUA (though it is not a mandate)

- i) Choir is rehearsing only if fully vaccinated, masked, social distancing - every Wednesday but shorter - for Christmas choral Sunday music
  - b) Worship tech AND choir in space can't work, so moving all tech to Suehana's old office as longer term solution
  - c) Recommendation: distance with choir loft might make it more feasible provided there is access to choir loft
  - d) Educational settings have been moving more quickly to rehearsing in person without masks
    - i) Other music settings check vax status before entry - option for Christmas Eve service?
  - e) Brian: Time to start being more flexible? Board's role? Reopening Task Force needs to be part of the conversation
  - f) Current status: some pushback around congregational greeting-time
    - i) Future conversation: when do we end required masking?
  - g) Next Board meeting: need input from staff/Task Force around clarification spots, will be in Dec and will have more info on where we're at w/vax, COVID prevalence
- 5) CCC Report Caprice Wright
  - a) Truck or Treat - very well attended, couldn't have done it without Meghan and volunteers, lots of good feedback
  - b) Still struggling with staff - a lot of ghosting (down 2 staff at the moment)
    - i) Personnel committee work to retool pay scale - need to do it again?
    - ii) Problem of competitive wages
    - iii) Currently offered bonuses for vaccination - up to \$500 total w/ tiers @ individual vaccination, 90%, 100%
  - c) Will be working on playground remodel in next couple weeks
  - d) Reverse Advent Calendar: RR community - contest with pizza party
  - e) Inspection has not yet happened - will not be affected by staff shortage
  - f) Question: Ways and Means as current home for CCC under Ministry Areas, does not impact spending
- 6) DRE report Meghan Ross
  - a) OWL - 6 boys 2 girls, so far so good on participation
  - b) Thanksgiving and Christmas child dedications
    - i) Inviting kids to record Christmas songs for service and create videos
  - c) Urban Hope serving bag lunches - did well
  - d) Giving Tree planned for Christmas
- 7) Finance Report Jen Wynn and Suehana Kieres
  - a) The Bliss bequest will be treated as long term savings and labeled as Quasi endowment funds
    - i) Discussion: bequest from Blisses, gratitude for their impact on the life of the church

- ii) Next June will have some earnings/interest from this
- iii) For newer members, George did the Christmas trees donated from their farm - one idea is to tie this money to that :)
  - (1) Big ornaments!
  - (2) Blissful Holiday fund :)

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- b) Healthy balances in all funds, segregation of restricted and designated funds from operating is going well
  - c) Suehana will be applying for 2nd ppp loan forgiveness
  - d) Meeting scheduled for next week to talk CCC relationship w/ Sarah and Suehana
  - e) 5 year long range capital budget is still in process
  - f) For final item as part of CARES act, Hillary has started filing for an employee retention credit for approximately 41k
  - g) Energy costs for next year: purchasing co-op w/ GCC (first did this with waste management - Legacy Waste, can't increase already low cost), then did electric co-op at the end of next contract renewal period - will be good for 2 years
- 8) Minister Report Rev. Anthony Makar  
Addins:
- a) Job description and calendar for drafted: pledge drive
  - b) Ministerial call for intern ministers - competitive salary and benefits package
  - c) Installation planned for May 2022
  - d) Press releases from Dorothy Richards - organ, Phantom of the Opera event - want to create a team for publicity/outreach
    - i) David Drickhamer: Connect to objectives
    - ii) Joined speakers bureau and possibilities of making connections in that capacity
    - iii) Putting out calls for special gifts using that mechanism?
  - e) Using multimodal, not just electronic - Birdie D'Alberti
  - f) Using worship associates at different retirement communities locally - Renaissance lunch to start out
    - i) Kendal at Oberlin - connection to Tom Konkoly (Mary Grigolio has connection there too) - Michelle Tarsitano-Amato works there as well
    - ii) Possibilities for fundraising as well
- 9) AVOM aka Annual Vision of Ministry
1. Creating quality programs that engage all generations together in meaningful activities.
- >Bring back the Shared Space Task Force

2. Re-establishing church relationships after 18 months of COVID-19 social distancing, and growing our community.

-->Reaching out to inactive members, to encourage re-engagement

-->Making it easier for people to participate

-->Continuing to educate folks on the new organizational structure

-->Increase publicity efforts, to generating community interest in West Shore activities

3. Continuing our focus on justice-making, with a special emphasis on addressing climate change.

-->Adoption of the 8th Principle

-->Exploring ways our justice initiatives can be given expression through art

## OTHERS

Planned giving program that links people to the institution

Increasing appreciation of science

Helping ourselves and each other learn healthier personal habits and life skills

Developing conflict management skills

B.H.A.G or "moonshot goal"

Observations - solid - varied perspectives on similarity of some goals, planning for next year to incorporate more from congregation, worship associates, etc. to inform selection of goals

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Closing reading: Day is Done by Elizabeth Roberts poem