

**West Shore Unitarian Universalist Church
Board of Trustees Meeting
Thursday, April 27, 2022, 6:30-9:30 p.m.
Motions and Minutes
Approved May 26, 2022 6:45 p.m.**

Present

TRUSTEES:

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

STAFF:

Rev. Anthony Makar
Suehana Kieres
Meghan Ross

FINANCE COMMITTEE:

Jen Wynn - chair

MEMBERS:

Dorothy Faller, 8th Principle Taskforce
Mary-Jo Maish, 8th Principle Taskforce
Barbara Walker, Commissioned Lay Minister Candidate

MOTIONS:

Motion to accept the minutes from the March meeting with edits from Suehana Kieres and Jen Wynn made by Gary, Lois seconds - all in favor, none opposed (Brian abstains)

Motion to call for 8th principle meeting set for June 19th after Sunday Service made by Brian, Liz seconds - all in favor, none opposed

Motion to accept \$5,000 donation from Victoria Warden designated for R-295 Audio-Visual to purchase and install equipment made by Sarah, seconded by Kathy - all in favor, none opposed

Motion to approve the Project/Initiative Adoption Policy dated March 24, 2022 made by Sarah, seconded by Liz - all in favor, none opposed

Motion to approve the Procurement Policy dated March 24, 2022 made by Lois, seconded by David Willett - all in favor, none opposed

Motion to increase salary for Child Care Center director made by Sarah, seconded by Gary - all in favor, none opposed

MINUTES:

1. Chalice Lighting
2. Introductory Reading - Lois Riemer - Ode to beauty from Pascal
3. March meeting minutes - Sarah

Motion to accept the minutes from the March meeting, with edits from Suehana and Jen made by Gary, Lois seconds - all in favor (Brian abstains)

- Send all minutes to Debbie well before Annual Meeting in May
- 4. Commissioned Lay Minister Candidate - Barbara Walker
 - Wanted to reintroduce herself and prepare for commissioning process
 - Primary mechanism has been Thursdays at West Shore
 - Able to officiate Rites of Passage, provide Pastoral Care support
 - Gary: BOT has responsibility or minister? - Minister is supervisor; some BOT support financially for training; next step would be joint letter to congregation between Anthony, Barbara, Gary/Brian to describe roles and present
 - Gary: what place in larger structure? Anthony: Serve at-large on coordinating team
 - Where did the "Minister" context? Barbara: changed from lay leader to lay minister to add element of authenticity for rites of passage in particular; the title reflects presence of a feeling of being called as well as the specificity of place
 - Anne Osborne is currently a commissioned lay leader, we have had others in the past before transition to "minister" process/language
 - Planning for monthly meeting between Anthony and Barbara; Barbara can also do regular updates/presence at BOT meetings as requested
 - Anthony: where did entry step into program happen for Barbara? - conversation at a conference with Tricia as a worship associate in developing Thursdays at West Shore program
- 5. Eighth Principle Taskforce
 - Role for taskforce is to get congregational vote to happen - question: should the vote be separate from votes at Annual Meeting?
 - Wants to have more information gathered around what a "yes" vote would mean and to disseminate info to congregation - no set of standards required but possibilities

- Widening the Circle report makes suggestions too
- Anthony supports separation from Annual Meeting
- UUA level work also, evolving → to next June for GA reconsiderations of principles and sources in 2023
- Existing personnel on the committee may not be involved after vote
- BOT as leaders in this work: individual suggestions on justice-heartedness inner work for leadership
- Also suggestions for beginning systemic thinking at church level: read/reread:
 - Widening Circle of Concern from UUA
 - Defining further learning needs
 - Reach out to BIPOC caucus
 - Undoing Oppressions is doing Me and White Supremacy, lots signed up already
- Dave Willett: what questions have come from the congregation?
 - Wording is a problem
 - Others don't see the need
 - Concern that 8th Principle passage = don't need to work as hard any longer?
 - Anthony: past history of BOT votes on ARAOMC as guiding principle which have not had as a large of an impact
 - After Sermon Talkback
- Brian: taskforce has worked hard on commissioned work, wide breadth, sharing, collaboration on ambitious program - thanks!
- Dates? June 5th or June 19th?
 - Mail voting as option, still valid towards quorum

Motion to call for 8th principle meeting set for June 19th after Sunday Service made by Brian, Liz seconds - all in favor, none opposed

6. RE Report
 - Sunday School is over, will be doing transitional Sunday programming until June 19
 - Drop-in board games in the mornings
 - May 13 first all-ages game night
 - Seder Dinner with Craig Dorn went well
 - OWL will be have some offerings in spring/summer
 - Serenity Circles, intergen nature programs
 - Lake Erie Nature Center May 15
 - Bridging for Cole Aulisio on June 19th?
 - Nature-based "Experiences with Web of Life" for summer
 - Currently overwhelmed with number of new people - need Welcome Center volunteers
 - Getting to Know UU was well attended
 - Brian Lutz will be supervising game space
 - Playground equipment is being installed, dedication at the end of the summer?

7. Finance Committee - Jen and Suehana

Motion to accept \$5,000 donation from Victoria Warden designated for R-295 Audio-Visual to purchase and install equipment made by Sarah, seconded by Kathy, all in favor, none opposed

- Dashboard
 - Service auction was 10k under anticipated but not as bad we had feared
 - Will return to service auction in November for next church year
- Project/Initiative Adoption Policy- governs the process to approve the use of WSUUC operating budget funds for a congregation-wide project or initiative:
 - Jen will create an example for congregants to reference when they complete the template to request approval of funds

Motion to approve the Project/Initiative Adoption Policy dated March 24, 2022 made by Sarah, seconded by Liz - all in favor, none opposed

- Procurement Policy- governs the process for approving vendors and contracts

Motion to approve the Procurement Policy dated March 24, 2022 made by Lois, seconded by David Willett - all in favor, none opposed

- Board members were provided the Financial Statements for Child Care Center and for Church as of 3/31/2022

The Church Draft Budget for 2022-23 was provided in advance of the expectation for the Board to approve it at or before the June 2022 Board meeting, since it includes a \$48,486 deficit that will be expected to be covered by the Recovery Fund. This deficit considers that we will be able to raise \$625,000 in pledges. Jen raised her concern that this seems unlikely given the current year pledge base of \$585,000, lack of a strategic plan for pledging and stewardship, and the current uncertainty of the post-pandemic economy.

- Includes increases for staff, and in categories that need it (landscaping, maintenance for building)
 - Weekend custodian, assistants in the office - refiling positions as well as doing wage increases
 - Brian requested that the Board closely review this budget draft in preparation for the request to approve it
- Follows different process - fits budget ask to what is necessary to run the church rather than fitting the budget to what is received
 - Strategy around engagement and ownership of the budget going forward - change the process of how we approve the budget to be minister, finance committee, BOT, congregation?
 - Atoning for plug numbers and lack of transparency
- New members coming in - Meghan requested information on new member pledges from Suehana to assist Diane as she continues to emphasize pledging with new members-

will we run out of PPP Recovery Fund money before we regrow membership to be as big as pre-COVID numbers? An action plan for stewardship and recovery is needed.

8. CCC Report

- New Director starts May 9
- Hired 2 new teachers, partially due to compensation increase
- Need to talk through budget considerations for new teachers
- State is happy with us on compliance
- Taskforce starting up too? Desire to see things settle down more first
- Need to approve new Director salary
 - 48k salary increased to 60k

Motion to increase salary for Child Care Center director made by Sarah, seconded by Gary - all in favor, none opposed

Discussion: reasonable salary for qualified, experienced professional (previously less qualified, less experienced person); need to fill position in order to be in compliance with State regulators

9. Sr. Minister Report

- Renaissance worship service - very well attended - April 3rd - may be good opportunities for outreach

10. Governance Committee Report will be sent via email

11. Board Mission Conversation with Brian also partially via email

12. Closing from Lois: Robert Fulghum quote