

West Shore Unitarian Universalist Church
Board of Trustees Meeting
Tuesday, June 21, 2022, 6:30-9:30 p.m.
Motions and Minutes
Approved August 25, 2022, 6:49 p.m.

Present

TRUSTEES

Brian Gardner
Dierre Cody (via zoom)
David Drickhamer
Mark Aulisio
Liz Nolan
Cathy Bollin
Dave Willett
Sarah Soper

STAFF

Suehana Kieres
Rev. Anthony Makar
Meghan Ross

FINANCE COMMITTEE

Jen Wynn (via zoom)

Minutes

1. Motion to approve of minutes from May made by David Willet, Liz Nolan seconds. All in favor, none opposed.

2. Motion to approve edits to minutes of Annual Meeting: Gary motions, David Willett seconds. All in favor, one abstention (due to absence).

3. Election of Officers 2022-2023

Nominating Brian Gardner to President; nominating Cathy Rollin to Vice President; nominating David Drickhamer to Secretary; nominating Jen Wynn to Treasurer; nominating Gaile Schafer to Historian.

- Liz Nolan expressed interest in serving as Treasurer in the future.

- Proposal to engage with Gaile to see how we can use her expertise and knowledge to inform current conversations and decisions; gratitude for ongoing position. Invite her to a fall BOT meeting to introduce and pick her brain (Dave Willett)

Motion to approve officers (Brian Gardner as president, Cathy Rollin as Vice President, David Drickhamer as Secretary, Jen Wynn as Treasurer, Gaile Schafer as historian) made by Liz Nolan, Cathy Rollin seconds. All in favor, none opposed

4. Annual Retreat

We need to add the annual retreat to our perpetual agenda.

For 2022 add to August Dan Hotchkiss' visit, potentially August 24 & 25 (coincides with BOT meeting)

- Will be pre-conversations, making time for effective leadership
- Probably evenings rather than days based on availability of BOT members
- Will plan for checking on availability as dates get closer
- Anthony is emailing to hold those dates.

5. Religious Education report, Meghan Ross

- Staff appreciation!

6. Childcare Center report

- Lots of good developments under Karen
- Strong start for advisory committee, which will meet 1/month at the beginning, eventually quarterly (early priority for Anthony, pandemic stalled it, but good to have started now).

7. Senior Minister report, Rev. Anthony Makar

- Section 4, new program initiatives
- Question: AVOM now? Response: No, need to engage congregation; have done as part of the retreat in past years

8. Finance report, Jen Wynn

- Current cash flow won't dip quite as heavily as anticipated - about 20K vs. <27K
- Comparison of this year of unpaid pledges vs. past years
- Currently at 505k for 22-23 pledges
- Compare to last year at this time - staff received raises this year (Brian)
 - Budget for next year is no salary increases
- Any guidance on how Recovery fund money will be used previously established? (Jen) Brian went back and looked at prior minutes and the Board did not make any specific motion to define the "Recovery" fund or to define use of the funds. (Brian)

9. 2022-2023 Church Budget

- This budget is a bare-bones, deficit budget
- Would like to add a few thousand dollars to stewardship, this will continue recovery for church Rental income, membership/pledge units, percentage pledge increases have

been consistent for past couple years (8% would continue trend) esp. with new program initiatives

- Not unreasonable strategy; allows for time to make the budget work, we can make cuts if there are deficits
- Reasonable to expect Service Auction revenue to increase as well (Liz)
- Last year we weren't functioning as open at the beginning of last church year, now we are increasing each month - provided no more closures (Suehana)
- Economy can tank quickly (Dave Willett)
- Membership numbers would be helpful to shore up understanding of current possibilities for growth (Jen)
- Stewardship committee is looking into new revenue possibilities; planning to add membership numbers to each month's report (Anthony)
 - BOT help needed: lead process of taking bylaws with separating pledging from membership; Annual meeting and budgeting and tying in a congregational vote on the budget to create ownership
- Sacrificed landscaping and salary increases (Suehana)
- Income from pledging is 69% of budget; "passive" income is 23% of budget; fundraising 8% (donations 4%, service auction and recycling 4%) (Brian)

At a high level, what is giving us the most "bang for our buck" and how do we reduce overhead for fundraising?
- Membership goals - growth of 8% would be about 550 to direct strategic planning for getting to the next year - Anthony will be getting numbers to help answer questions about what works
 - Also help to be creative/informative about where pledge money is coming from in individuals' personal budgets
 - Many different ways members can support the church (Suehana)
- Current pledge estimate is \$606,000
- Need accountability for income growth- goal for membership, pledging - not just promises. Plans for how we get there (Dave Willett)
- Too bad we can't do salary increases for staff this year; I'm excited for creative possibilities and moving into financial stability and sustainability (Brian)

Motion to approve the 2022-2023 church budget made by Sarah Soper, seconded by Liz Nolan. All in favor, none opposed.

10. 2022-2023 Childcare Center budget

- No salary increases budgeted for the upcoming year. Everyone received an increase in Feb. 2022.
- Increase tuition in Nov. 2022 - between 3-5%
- We are hoping for additional stabilization grant for fiscal year 2023. We have received one grant already of \$29k in fiscal year 2022, transferred into the prior year operating budget. Ohio-specific fund for child care centers, not built into budget at this time
- Still have PPP loan funds based on current teachers and current enrollment numbers

- New director is making strong strides towards new staff to fund bigger enrollment. If we increase teachers in current rooms, we can add kids in enrollment
- Do we have any budget comparisons with other centers? We tend to do increases every other year compared with other centers that increase every year (Liz)
- We noted that the childcare center has permanently lost its ability to participate in the state food subsidy program.
- Related: taskforce to evaluate role of the center within the larger mission of the church. Still need a BOT member to fill a role here.
- Professional development and training: in addition to mandatory trainings, instituting staff meetings, building sense of teamwork as a priority (Jen); turnover is less of a problem with current director.
- Should how we show PPP and stabilization grant as part of this budget be consistent with the church budget (vs. showing deficit in Child Care Center budget)? No, will show balanced budget as originally presented in packet (Suehana)
- The treasurer raised concerns about showing the deficit amount in the "transfer" line/account rather than show it as a deficit at the bottom of the budget, like we do with the Church budget.

Motion to approve the 2022-2023 Childcare Center budget made by Gary, David Drickhamer seconds. All in favor, none opposed.

11. Heartfelt thank you to all outgoing Board of Trustees members for their time and contributions.

12: Closing reading

Dave Willett, From This I Believe, There's No Such thing as Too Much Barbeque