

First Unitarian Church of Victoria

DRAFT MINUTES for BOARD MEETING on THURSDAY, NOVEMBER 10, 2022 by Zoom

Strengthened in spiritual growth, supported in community, energized by diversity, we strive to transform ourselves and our world through compassionate action.

Trustees: Katherine Maas, Kathleen Zimmerman, Audrey Taylor, Jeri Dause, Kent Haden, Peter Hancock, Kristina Stevens, Karen Sharlow, Evelyn Peters

Ministers: Rev. Melora Lynngood, Rev. Shana Lynngood, Reilly Yeo (Intern)

Regrets: Jim Willis

1. **Call to order** The meeting was called to order at 12:04 pm.
2. **Selection of Timekeeper and Process Observer** Peter Hancock was selected as Timekeeper and Katherine Maas was selected as Process Observer.
3. **Chalice Lighting** – Evelyn Peters provided the Chalice Lighting. (**December – Audrey Taylor**)
4. **Check-in:** Joys and Concerns were shared.
5. **Approval of Agenda** Moved by Jeri Dause, seconded by Evelyn Peters that the Agenda be approved as circulated. **Carried.**
6. **Approval of Minutes of October 13, 2022** Moved by Peter Hancock, seconded by Katherine Maas that the Minutes of October 13, 2022 be approved as circulated. **Carried.**
7. **Unfinished Business**
 - 7.1 Update on File Storage and Back Up Working Group – Kent Haden. The Working Group met yesterday, with a colleague of Kent's - Parveez Shahviri. Things are progressing, and there are a few technical issues that need to be addressed with our current non-profit Google Workspace account. The next step would be to set up files and email addresses for the users. Kristina Stevens noted that the Treasurer's files are in need of digital storage.
 - 7.2 Update on Board Retreat Agenda – Kathleen Zimmerman reviewed the draft agenda, and finalized the outstanding items. The retreat will be in person, at the Farmhouse Common Room, on Thursday, Nov. 24, starting at 10:00 am. Everyone will bring a bag lunch and their own beverages.
 - 7.3 ABC Update – Kathleen Zimmerman provided an update. As of November 4, 142 pledgers had pledged \$274,900. It was encouraging to note that 64% had increased their pledge from 2023. **Action Item:** The ABC team will put an update in the December newsletter, encouraging more financial support.
8. **Ministers' Reports:** Rev. Shana will give a state of the congregation address as part of the service as Sunday. This is an opportunity to determine what we want to embrace, and what we want to let go of. This offers opportunities to determine if we want to grow as a congregation.
9. **Reports**
 - 9.1 Treasurer's Report – Kristina Stevens. The October Financial Report show a year-to-date deficit of \$53,000. This can be covered by retained earnings for previous years, but is not sustainable in the long term. The bequest from Pam Harte's estate was put in a one-year GIC, which will generate about \$11,000 in interest income. The Endowment Fund currently contains \$612,780, which exceeds one year's operating budget (the original goal).
 - 9.2 Council and Committee Reports and Questions Arising – Council Chairs submitted written reports. Evelyn Peters noted that Jim Hemstock has agreed to maintain the Denominational Affairs portfolio until

the end of 2022. After that Rebecca Mellett has agreed to assume responsibility for UU UNO events, and Shelley Motz reports on CUC events, but no one has taken responsibility for advising the Board and Church membership on opportunities to participate events or programs offered by the UUA, and UU Islands Network. Jim has indicated that this portfolio usually takes only 1-2 hours a month. Evelyn would be happy to contact potential representatives, if anyone has some suggestions. Mariko Matsumoto and Christine Johnston will explore opportunities for Mariko to represent the FUCV on the Multifaith Society. If there are no positions available on the Multifaith Society Board, they will explore the possibility of participation in the Interfaith Liaison Network. Mariko will collect information about events and report to the congregation.

10. Process Observer Report – Katherine Maas noted that we had accidentally skipped this item, but that everyone collaborated well.

11. New Business

11.1 Library Disbursement Proposal from Mado Clarke – Jeri Dause. Moved by Jeri Dause, seconded by Peter Hancock that the Board approve the closing of the FUCV Library. **Carried.** Moved by Jeri Dause, seconded by Evelyn Peters to give people a three-week window for members/friends of the congregation who have donated books to reclaim them. **Carried.**

11.2 Draft 2023 Budget – Kristina Stevens circulated notes from David Hoadley, along with a draft budget. Increase in property maintenance, increase in personnel costs including cost of living allowance (COLA), increase in insurance, an audio-visual equipment reserve, and a decrease in pledges are the primary drivers of a potential \$100,000 deficit for 2023. The only cost that is not recurring in subsequent years is the Intern Minister cost. The Finance Committee is not recommending this Budget.

The Board concurs with allocating Endowment Fund interest income to the General Fund for 2023.

Action Items:

- Peter Hancock to ask Property Council what non-capital work could be done for \$20,000 for property maintenance in 2023, and what the negative consequences would be of deferring the rest to 2024.
- Rev. Shana will ask Anna Isaacs to submit lower numbers for proposed extra hours in priority order for SELCY, especially for the summer camps which may conflict with the Montessori camps.
- Rev. Shana will talk to Nick Fairbank about cutting the Handbell Choir for 2023, or whether there is something else in the music program that it would be preferable to cut.
- The Board supports keeping the COLA increases for all staff. Note: The Music Director's contract increase is essentially a COLA increase.
- Bruce Nicol will try to negotiate cheaper insurance options.
- The Board agreed to decrease the \$12,000 A/V reserve expense for 2023 to \$1,000.
- The Ministers to talk to the Committee on Ministry to talk to the HR Committee about Ministers' compensation, other than the COLA increase.
- Kristina to send the results of the above points to the Finance Committee, which is asked to submit a revised 2023 budget to the Board for their December meeting.

11.3 United We Stand – Moved by Evelyn Peters, seconded by Katherine Maas that the FUCV Board endorses the Declaration of United We Stand for Old Growth Forests. This item was deferred to the December Board meeting.

12. Membership changes - Kathleen Zimmerman. **New Members: 2** Claire Barnes; Peter Rudiak-Gould
Resigning Members: 0 Deceased Members: 1 (Dorothy Jones) **New Friends: 0**

13. Announcements

13.1 **December Newsletter deadline: November 15, 2022**

13.2 **Board Retreat/Training: November 24, 2022, 10:00 am**

13.3 **Next Board Meeting: December 8, 2022, 10 am**

14. Questions from FUCV Members – Kathleen Zimmerman. None were received. A Thank you card was received from the organizers of the All Candidates Meeting which was held at the church.

15. Adjournment. The meeting was adjourned at 2:11 pm.

BOARD MEMBER ON DUTY ROSTER (*please check your dates for any conflicts)

Please e-mail Kathleen if you switch BMOD dates with someone - she will update the list and notify the office.

Date	Board Member on Duty
Nov. 13, 2022	Kathleen Zimmerman (for Peter H.)
Nov. 20, 2022	Kathleen Zimmerman (for Kent H.)
Nov. 27, 2022	Peter Hancock (for Kathleen Z.)
Dec. 4, 2022	Jeri Dause (for Evelyn Peters)
Dec. 11, 2022	Evelyn Peters (for Jeri Dause)
Dec. 18, 2022	Jeri Dause (for Jim Willis)
Dec. 25, 2022	Peter Hancock
Jan. 1, 2023	Kent Haden
Jan. 8, 2023	Kathleen Zimmerman
Jan. 15, 2023	Evelyn Peters
Jan. 22, 2023	Jeri Dause
Jan. 29, 2023	Jim Willis

WORSHIP SERVICE ATTENDANCE

Date	Topic/Minister	Attendance (#Devices + # People in Sanctuary)
Oct. 2, 2022	Better Together (ABC Kickoff)/ Various	56+105
Oct. 9, 2022	Thanksgiving/ Rev. Shana Lynngood	55+71
Oct. 16,	The Courage to Love/ Rev. Melora Lynngood	59+92
Oct. 23, 2022	Braver Together/ Rev. Shana Lynngood and Anna Isaacs	57+91
Oct. 30,	The Courage of Community/ Reilly Yeo	67+94