

UUCGT Board of Trustees Minutes February 10, 2021

Convene - Candle lighting and bell – Mary Ann

Opening words – David (Mary Anne in March)

Board Covenant – Read together

Approval of Agenda – additions or deletions

- Consent Agenda **MOTION PASSED to accept the Consent Agenda**
 - Minutes from last meeting
 - Average Weekly Attendance Report for September
 - Financials (Karl)
 - MST report

- Treasurer's report – Karl
 - Motion by the Staff Resources Committee, supported by the Finance Committee, to pay 40% of Renee's health insurance costs starting March 1, 2021 at a cost of \$1174 for remainder of this year
 - Currently UUCGT staff resources manual states employees over 20 hours per week include insurance;
 - We can afford this in our current budget
 - We are discussing upping her hours up to 30 hours per week in FY 2021-2022
 - We give our support for this change, and ask Staff Resources Manual
 - Article 6 of the Bylaws, Board approves all UUCGT policies
 - The Board supports the concept. We request the Staff Resources Committee to modify the Employee Handbook to be consistent with this change, including guidance on prorating the level of benefits based on weekly hours. Then we can move forward with this recommendation.
 - Motion tabled.
 - Insurance costs for FY 2021-2022
 - If increase Renee to 30 hours/week it will cost annually approximately \$20K
 - Next year our insurance benefits and wages will significantly increase our budget by approximately \$40,000 including Renee
 - This means we may need to present a deficit budget this year
 - We have \$100K in the bank that we could allot to the above benefits, and hope our congregation continues to grow with the new minister
 - Guy is having challenges with the accounting system and wants to change it immediately; recommendation is to possibly change at the turn of the fiscal year
 - Guy recommends an accountant perform a review or an audit, Guy is

investigating costs

- PPP loan changes in how it needs to be filled out
- Ministerial discretionary fund: should we do that immediately or do it with the new minister. Cathy agrees to wait until the new minister arrives to start this new account, so we don't have to change it immediately again in a few months.

- BRAINSTORMING – all of us

Board Visioning Part 1; Brainstorming based on questions; What was the moment you knew UUCGT was the place for you, and these were your people? Imagine it is the winter of 2025, things are flourishing at church. A local reporter comes to interview you about the fabulous things that are happening at UUCGT. What story do you share? Rev Cathy took notes for future reference.

- Old Business

- To Do List – Judy
- Re-open Task Force Update – Judy
 - We have established a Reopening Task Force to recommend a set of policies for our board's consideration on the subject of resuming in-person gatherings at the church building. Members of the task force thus far are: Joe Cook, Paul Ward, Barb Conley. Carol Ritter, Jalene Moore. Sandra McDonald
- Outreach Survey results so far – Judy
 - Carol Ritter helped put it into a beautiful graphical layout
 - Judy is refining further before sharing with the congregation
- Website/Webmaster update – Mary Anne
 - In progress
- Pledge Drive update - Karl
 - Starts on Sunday

- Minister's Report – Rev. Cathy

- New Business

- Pat Light's final year term on board.
 - When Pat resigned from the board last summer, Judy took her spot to complete the 2nd year of her 3-year term.
 - We are thrilled that Pat would like to fulfill the last year of her original 3-year elected position.
 - To do so, she will need to be included on the slate of candidates voted on at the annual meeting for a 1-year term.

Public Comment

Closing Words -Rev. Cathy

Adjournment

Next Meeting – March 10, 2021 at 7:00 pm