

# UUCGT Board of Trustees - MINUTES

## April 14, 2021

Convene: Candle lighting and bell - Mary Anne

Check In: 2 minutes

Opening words: Tom

Board Covenant: Read together

Approval of Agenda - additions and deletions

- Add program council minutes to the consent agenda

Consent Agenda **MOTION to Approve Consent Agenda Passed**

- Minutes from March 10th meeting
- Average Weekly Attendance Report
- Program council minutes

Financials - Karl

- Budget for next year down from \$40K to \$5K deficit, a very comfortable position
  - Insurance premiums less than initially thought
- Insurance plans for staff
  - Guy is currently on Gold plan
  - UUA recommends Gold plan, most congregations have staff on Silver plan
    - Finance recommends the Silver plan is what we offer staff going forward
    - Employees can contribute to reach Gold plan
    - Guy is aware
- Discretionary fund report by June 30 each year
  - Judy will adjust the policy and we can vote next month's board meeting
- We recommend a Fundraiser to re-open the building to pay for the needed improvements
  - Improving our air quality, bipolar ionization \$4500, improved filters with duct work \$2000
  - Streamed service requires sound and video equipment, est. \$10,000
    - Marco is also researching these needs, at potentially lower cost
  - Board requests total cost estimates on re-opening, then decide on approach--we are open to ideas on how to fund the re-opening
- Pledge drive is at \$215K thus far, and hopefully will go up to \$225-\$230K by end of fiscal year

Old Business

- To Do List - Judy
  - Financial audit: Karl will follow up with Finance Committee
- Outreach Update – Judy – draft policy in packet
  - Thank you so much, Judy--policy looks great
  - We will vote on the new policy in May

- Healthy Congregation Team Update - Barb
  - Services supporting transition in progress
- Re-Opening Task Force Update - Mary Anne
  - All activities shall be virtually at this time given Level E COVID currently
  - Would like to meet with Board for 1 hour on April 28
- Social Justice changes - Rev. Cathy
  - Social Justice met after the service last week
    - Minutes will be sent out by Emmy Lou
    - Short-term local focus Native American rights (our church is on native land) and on voting rights
    - Meeting next April 27, Rick is co-chair of Social Justice
- Website Update - Mary Anne
  - Have initial model review, 2nd review next week
  - Much easier to navigate, especially via mobile devices
  - When to publish? Consider when new minister starts--Alex can give input as soon as congregational approved in May

#### Ministerial Search Team Report – Question for Board

- Alex wants to come to see the GT area and our church during candidating week even though all congregational meetings are virtual at this time due to COVID Level E status.
- Entire search team and Alex are fully vaccinated; they would like 2 committee members to greet Alex at the airport and take him to dinner and return him to the airport at the end of the week. What are the board's thoughts?
- The Board agrees that all committee and congregational meetings with Alex will be virtual, and that the greeting at airport is not a formal meeting and we are comfortable as long as all Health Dept Guidance is followed.
- Alex can lead the service from Cathy's office
- The Board and UUCGT are not overseeing informal gatherings outside formal church meetings.

#### Minister's Report - Rev. Cathy

- We recommend that all committees have a co-chair
- She will be around but behind the scenes during candidating week, and will meet with Alex during that week as he wishes
- She will be moving during her vacation in July, she will be available for emergencies during that time.

#### New Business

- Sunday Services Committee Request
  - Revise budget to allow \$60 stipend per week from mid-June through August to pay for someone to cover Betsy's service technology role while she is on vacation for 6 weeks
  - MOTION to approve the \$240 to support this interim position PASSED
- Annual Meeting Plan/Draft

- Checklist reviewed and updated
- Health Care Proposal from Staff Resources
  - Staff Resources brings to the Board the MOTION that UUCGT adopt the UUA Health Care Silver Plan (aka High Deductible Plan) as the standard for UUCGT employees for the calendar year 2022. This action means that UUCGT would pay the church's share of the premiums for the Silver plan during 2022.
    - The Board agrees that we aspire to return to the Gold Healthcare Plan when finances are able to support it.
  - Staff Resources Healthcare MOTION seconded and PASSED

#### Public Comment

1. Mary Van Valin. Calling a New Minister congregational vote is slated for May 16. Betsy and Jeff are making the ballot this week, and testing with the Search Team next week. Is the Board OK with us doing that?
  - Rev Cathy suggested speaking to the UUA transition team regarding absentee voting in this case during COVID--our UUCGT policy is 80% of PRESENT congregational members at the service (see Article 9).
  - The board agrees and thanks Betsy, Jeff and the Search committee for developing our virtual voting mechanism for May 16; please include the board in the testing process so we can also agree to the final content/approach.
2. Rick Walters:
  - Request the Re-Opening Task Force to distinguish between meetings IN the church and outdoor meetings on the church grounds.
  - Last board packet on the website is Jan. Guy is fixing it this Friday.
  - What is the difference between Chris Lautz' role on the new website and the contracted service? Please keep Chris more informed on the process--more communication helps!

Closing Words - Rev. Cathy

#### Adjournment

Next discernment meeting - April 28, 2021 from 7-8pm with Re-opening Task Force

Next regular Board Meeting - May 12, 2021