

**USR Board of Trustees Meeting
February 10, 2021
Minutes**

Attendance: : Dawn Walter, Sarah Lenzi, Don Campolo, Robert Markowitz, Rose Castillo-Leon, Kristin Bluemel, Chris Dunnigan, Helen Matusow-Ayres

Starting : 6:34 pm

- I. Check-In
- II. Chalice Lighting
 - Board recorded the lighting of the chalice for an upcoming service
- III. Last Month's Action Items Reviewed
 - January action Item not yet completed
 - ◇ Dawn will ask Jeannie to change the DRE report to focus on new initiatives.
 - ◇ Helen will meet with Robin Ritter on 2/13 about the Policy Manual
- IV. New Thank You Notes
 - Jeff Cagan- Kris Bluemel
 - Ron Levy- Rose
 - Kirsten Huze- Rose
- V. New Thinking of You Notes
 - Outreach to Elizabeth Manschott as to why they left the Society-Helen
 - Will include youth who are struggling if identified
 - Assignments
 - ◇ Willis;- Helen; Azarras- Do;, Patersons-Robert; Bob and Jeri Coheni- Kris Bluemel; Samuels- Rose-; Cesarres- Dawn; Mamunes- Dawn
- VI. DRE Report
 - Discussion
 - ◇ Reports still needs improvement.
 - ◇ Not much new in the current report
 - Action
 - ◇ Dawn will provide Jeannie with a template of Previous reports that can show her a clear example of what we want her reports to include.
- VII. Minister's Report
 - Summary
 - ◇ No comments on report from the Board
 - ◇ A congregant who behaved inappropriately in a zoom room was been asked to sign an agreement to change his behavior by the SCRT. He has not signed yet and until he does he is not permitted to participate. Potentially could be removed from membership. This is just for the Board's information.

- ◇ Sarah asked if the Board thought that the congregation would vote to support the UUA Statement of Conscience on Undoing White Supremacy. Should we survey them. Sarah is Inclined to say that they would be in favor of supporting it.
 - ◆ There is no room for discussion- we could object to the language. Is the force behind it something we could get behind
 - ◆ Should we indicate yes on the survey?
 - ◆ Everyone on the Board should read the Widening the Circle of Concern report. Carolyn Musser wrote to Dawn and asked if we had read it
 - ◆ Sarah spoke with Carolyn. Racial Justice Committee what are we asking the congregation to do- add the 8th principle, or adapt the language?
- ◇ We will soon be undergoing the UUA membership certification process to receive our per member funding. It will involve going through the membership rolls to make sure that they are up to date and it may include outreach to people who have not pledged for several years.
- ◇ A plan to redesign of the altar to include accessibility was commissioned and a diorama was produced. It is a 3-D model from the designer. The plan is very expensive. Now is not the time. It will be more reasonably priced if the designer does not make everything. It is not a final design. Still open for input. Not a high priority right now. But it may also be a good time since we are not in the building. The altar needs attention Perhaps the money could come from the building fund.
- ◇ Special thank you gifts
 - ◆ Books for Jan and Jack. Plants for Kristen and Carol.
- Discussion
 - ◇ General discussion about staffing and efforts to raise money to increase salary pool.
 - ◇ Jim Calvin on hospice
 - ◇ We have a building fund. We have been asked to prioritize. The altar should be part of that priority list.
- Action
 - ◇ Read the Widening of Circle report by the April meeting
 - ◇ Sarah will send a link
 - ◇ Carol and Kristen- Think about plants to purchase for them
 - ◇ Jan and Jack- Book that was important to your spiritual journey- A book of poetry. One line about why you picked the plant and book. By next meeting

VIII. Pledge Drive Update -Don

- Summary –
 - ◇ Board members were all asked to actively respond to the pledge form within one week.

- ◇ The raffle did really well. \$87,200 money collected. Half will go to the UU society. Some people have donated back what they won.
- ◇ Received three separate communications with positive feedback about the pledge drive approach
- ◇ One comment that if we don't raise enough we should seriously think about dipping into the reserves
- ◇ Another person requested that we share in an email what are reserves currently are, what is our deficit is, what is in the capital improvement funds, and pledges paid to date.
- Discussion
 - ◇ Put the detailed budget in realm
 - ◇ Why do we need to when we will present it at the Annual meeting?
 - ◇ Not a lot of people are asking about this
 - ◇ We have not tapped the reserves they are responsibly invested.
 - ◇ Need to be careful not to send a message that will result in lower pledges
 - ◇ We need to get pledges first before sharing the spreadsheet that could be misunderstood in terms of our needs for next year.
- Action
 - ◇ Board members were all asked to actively respond to the pledge form within one week.

Adjourned at 8:14 pm