

Minutes of the Monthly Board Meeting via Zoom May 3, 2021

Present: Moderator Fern Culhane (FC); Assistant Moderator Bruce Pollack-Johnson (BPJ); Treasurer Nicole Bartle (NB); Secretary Jane Hain (JH); Trustees Leslie Ferron-Smith (LFS); Peter Johnstone (PJ); Anam Owili-Eger (AOE); Stephen Workman (SW); Minister McKinley Sims (MS).

Absent: none

Chalice & Gathering Words: 7:40.

1. MINUTES AND REPORTS:

- 1.1. **Minutes from April Meeting:** Minutes with small edits: PJ moved to approve; Second: SW. Minutes were approved.
- 1.2. **Notes from April Town Hall (Mission | Vision | Tagline) Meeting:** Minutes with small edits: PJ moved to approve; Second: SW. Notes were approved.
- 1.3. **Minister's Report:** Written report is on file on the board page.
 - 1.3.1. MS and Mike F (MF) are working to improve the audio lag and feedback issues when testing for in-sanctuary/outside hybrid services. They will test their results at this Wednesday's Vespers service. If the lay leader is not in the sanctuary, transmission is much better. Spinnacker would charge about \$3,500 to work their magic. The \$3,780 in the latest pledges would cover that cost.
Decision: FC is inclined to go ahead with whatever improvements can be made. NB can add that and the budget will still be balanced.
 - 1.3.2. PJ raised the concern that we really need more AV trained people to relieve MF now and then. MS is recommending keeping things as simple as possible for now. Also, the re-opening task force (and hospitality?) needs to think about the need for people to monitor entries and other roles. MS stated that full in-house services may still be seven months away.
 - 1.3.3. The Wednesday Vespers service will be held on zoom and outside in person as a test for how this hybrid will work.
 - 1.3.4. He is planning to reach out to Paula Cole-Jones about facilitating some people-of-color caucus space.
 - 1.3.5. BPJ reported that a representative of the Philly chapter of N'COBRA (National Coalition of Blacks for Reparations in America) is interested in working with Justice Council and the 8th Principle Team to work together, and possibly set up a white branch of N'COBRA. Wayne B and Cynthia B have been attending meetings. They are going to ask the Philly group to officially explore this possibility at tomorrow's meeting. This is open to anyone who is interested.
- 1.4. **Treasurer's Report:** No surprises... April's revenues were \$2,160. Revenues and expenses were slightly under budget for the month. The re-opening committee has used a majority of its allocated funds. There's roughly \$1,000 left for them. There has been an additional \$10,000 donation toward the bathroom renovation.

- 1.5. **Pledge Drive Summary:** The pledge now stands at \$192,685 with just a few households not responding. Three or four people have actually called to increase their pledge. FC will share any information she has to see if there is someone out there that we haven't talked to.
- 1.6. **B&G:** Awbury is coming tomorrow to trim the trees in the playground. The PUC grant has been approved so JH & LH have an appointment with the kitchenette renovator on Wednesday, May 12 to discuss how to proceed.
- 1.7. **Religious Exploration:** AEO had nothing new to report. Joanna S has agreed to stay through 2022.
- 1.8. **Task Force on Re-opening:** Darlene S is trying to complete a congregational survey. They have a regularly scheduled meeting on Tuesday, May 11. FC can ask about future volunteer support we might desire at that meeting.
- 1.9. **Mission | Vision | Tagline:** AOE and BPJ will get together to discuss "What Next". One big issue that came up from the Town Hall was the replacement of the word "restoring" with "nurturing". BPJ felt that this opened concern about being internal vs external. They will discuss this and bring it back to the board. We might not do more work with the whole congregation until the fall. FC supports a plan for moving ahead with caucuses before revisiting in the fall.
- 1.10. **Bylaws Review:** SW will resend his suggestions from last August for feedback. See also, para. 5 from the January Retreat.
- 1.11. **Ministerial Fellowship Committee (MFC) Report:** LFS has again agreed to compile the board's comments. She will email all her information next week. This must be completed by the end of June. The Committee on Ministry (COM) and MS will also be filling out their versions of this report. The questions are the same as last year. This is the final year for this to be completed for MS to receive full fellowship. Then we could be a teaching congregation and be able to have an intern minister.
- 1.12. **Policies, Procedures and Practices Review:** We need to get started on this. LFS and NB would like all committees to email their policies which could also be included in their annual reports. JH will send all that she has as well. BPJ suggested that the 8th Principle Team review possible changes as they are drafted before things are finalized to have input about things that we might consider.
- 1.13. **Nominating Committee:** Ron S is to be commended for doing most of the work on this committee.
 - 1.13.1. **Nominating Committee:** There will be three vacancies on this committee next year.
 - 1.13.2. **Board:** At this point in time, there is no candidate to replace PJ on the board. RS is planning to approach Ethan C, Susan B, and Suzanne W for the board or the nominating committee. SW has agreed to present a pulpit editorial this coming Sunday.
 - 1.13.3. **Finance:** Tim S is rotating off this committee. The only regular members remaining are Andy L and Larry H who is completing his first year.

2. General Check-in and Feedback on the Town Hall:

- 2.1. Some personal board member comments were shared.
 - 2.2. The board as a whole felt that the Reactions Round approach (each person speaks once before anyone speaks a second time) was good for this discussion. PJ: People who do not use Zoom, however, continue to be left out. Some of those are reluctant to try the software and others are just not interested in participating when not in person. Others need someone to physically sit with them to join a meeting.
- 3. Discussion and Approval of Next Year's Budget:** NB stated that the biggest budget item difference from last year was the anonymous donation and other left over monies amounting to \$70,000. She proposes that \$50,000 of that be deposited into the endowment, \$15,000 be rolled over into next year's operating budget and \$5,000 be put into some short-term investment. She also removed the endowment interest income.
- 3.1. Some expense alterations from last year:
 - 3.1.1. RE expenses were increased to include training for Our Whole Lives (OWL) and for summer camp/training registration. She removed funding for RE substitutes since that line item has not been used.
 - 3.1.2. Justice Council's expenses can stay the same.
 - 3.1.3. Guest musician expenses were increased a bit.
 - 3.1.4. UUA recommended a 1.2% cost of living increase. NB rounded that up to 1.5% for all staff.
 - 3.1.5. She added funds to the leadership line to include delegate training for about 3 people.
 - 3.1.6. Other added lines: sabbatical accrual (for pastoral care) and search committees. The Name Change funds are designed to only cover consulting fees. How much of these funds will be needed during this coming FY?
 - 3.1.7. Funding has been added for 501 c (3) to cover filing fees. There was discussion about who we have who could write grants? There will also be annual costs such as filing the 990 and 1023 forms. The fees may be higher than the grant gains.
Decision: It was decided to change this line item to funding for the audit for this year.
 - 3.1.8. With all this done, there is a net surplus of \$761.
 - 3.1.9. SW stated that the deposit into the endowment and the proposed UUA delegate training line item will make the Bradburds very happy.
 - 3.1.10. The TPUC is interested in training volunteers for their financial section that all happens online. They are also now interested in investing in socially responsible investments. This might be good training for future finance committee members.
 - 3.2. Mike F has received several donations meant for the endowment but he is unsure how to deposit them. FC will check with the TPUC on this.
 - 3.3. **Decision:** The board approved the budget with the changes discussed.
 - 3.3.1. NB will update the pledge total, add worship technology, change the 501 c funding to audit, consolidate salaries, the payroll taxes and benefits, and then

resubmit so the Admin Assistant can email/mail copies to all members and friends ASAP. If there are any questions, congregants will be asked to contact her privately.

- 3.3.2. FC will prepare the announcement and agenda for the May 16 Budget Meeting and get it to the Admin Assistant to be emailed before the 10-day deadline.

TABLED ITEMS NOT YET ADDRESSED:

1. Questions that may be important to consider at some point in the future, from McKinley's view:
 - What does a hybrid style of worship look like when we can meet in person, and will someone always have the option of digitally attending?
 - What's our role as a connector of jobs and people in our neighborhood, post-pandemic?
2. Coordination of church's calendar, need to use and teach others to use? A policy, procedure? Not a practice lately.

TASKS

FC will share any pledge information she has to see if there is someone out there that we haven't talked to.

FC ask about future volunteer support we might desire at the re-opening meeting.

FC prepare the announcement and agenda for the May 16 Budget Meeting and get it to the Admin Assistant to be emailed before the 10-day deadline

FC ask TPUC how to add funds.

LFS send out MFC information with her expectations.

JH send LFS and NB policies and procedures.

SW has agreed to present a pulpit editorial this coming Sunday for committee candidates.

PJ will contact the sexton about asking for more money this coming year

Meeting Adjourned: 9:35.

Next Meeting: Sunday, June 6 at 1:30

Respectfully Submitted,

Jane L Hain, Secretary