

Unitarian Universalist Fellowship of Durango Meeting Minutes **April 28, 2020**

Board Members Present (Online): *Frank Lockwood (President), Katie Kandarian-Morris (Minister), Elizabeth Long (V-P), Julie Jordan (Member-at-Large), and Becky Malecki (Member-at-Large).*

Guests (Online): *Teresa Jordan, Sheryl Guy, Tim Miller, and Kathleen Adams.*

Opening words read by Katie. Covenant was read by Elizabeth. Check-in was done, in the midst of the COVID-19 pandemic.. Katie was the process observer.

Consent Agenda

Corrected the minutes from March Board minutes to read: “ Also discussed the health allowance cost for the office administrator. In the previous year, the benchmark used was the Bronze PPO. Also, in previous years, \$2,500 was the annual health allowance. The minister’s actual health insurance costs are approximately \$ 700 per month.” Elizabeth moved to approve the consent agenda..

No Public Comments

Minister’s Report

Minister reported that she met today with local clergy... she said that with the diversity of theology, there were people on both ends of the spectrum - people not wanting to come back to church until 2021, and others resisting wearing face masks. Even though we, as UUs, believe in individual freedoms, we are heeding the results of science which is manifested with wearing masks. Summer worship ideas - worship associates will share stories of UU scientists and those who love science - desire for continuity. Another UU church in MA is making considerations about how and when we might re-open. Churches are influenced by different factors than most businesses. Diaries of clergy from 1918 discuss that they did not meet for 8 months - without the benefit of technology. Gov Polis did an hour long talk yesterday, explaining the various components involved in the re-opening process and why the plan needs to be flexible due to changing data. Kathleen shared that churches are so different from business enterprises and other nonprofits. Frank concurred, saying he notices that our planning sustains us over the years.

Nominating Committee

Frank contacted some individuals personally - people that had already been contacted by the nominating committee. John Redemske has agreed to be a board member for a two year term starting July 1st, 2020. The Board consists of seven positions. With Elizabeth, Julie, Nancy, Tim, and Becky all exiting the board at the end of June, that leaves four open positions at this time. Potential nominees are still being contacted.

Annual Meeting Planning

Annual Congregational Meeting Check List was sent out by Teresa Jordan - it was the list used last year for the annual meeting. The Annual Meeting is scheduled for May

There was a discussion of voting online as the entire meeting will be held online. We need to ensure, in accordance with the bylaws, that the budget and slate go out by May 3rd. It is also required that someone announce the meeting from "the pulpit" the two weeks prior to the meeting.

We will practice voting and counting the votes online, prior to the actual meeting and vote.

Katie suggested that this year the committee and teams' Annual Reports should be optional in light of all that is happening with the current pandemic. Frank asked that, at the risk of adding stress to someone's life, we should still request any important information even if it's not an official "annual report."

April 2020 UUFD BOT Meeting Minutes - Page 2

Stewardship Report - Sheryl Guy & Kathleen Adams

The fellowship currently has \$288,414 thus far, with two more pending. There was no set goal, but we are above last year's numbers of \$274,000. It really helped to persevere with calling people. Even though we couldn't do the Fellowship Dinner at the fairgrounds,

Financial Report by Tim Miller

After several meetings, including BOT executive sessions, regular board meetings, and finance committee members' input, Tim presented the budget and discussion ensued about possible increases and cuts.

He stated that we can't count on the CoVid19 related Payroll Protection Loan (PPL), but we will stay open to receiving it.

We are getting closer to a balanced budget after much consultation. Trying to be fair and balanced, but staying true to our mission. We are still tied to the pledge campaign. Based on that fact, pledge slippage is a significant consideration. Frank asked if there is a pattern of slippage - Tim replied that it is typically about 3%. So, although 7% had been considered for the new pledge slippage number, it might make more sense to go to 5%. When Tim looks at the demographics, there is not a high percentage of employed people. And the employed do not tend to be the larger donors.

We must also consider that the plate collection has plummeted - approximately five out of 100 attendees are donating online, versus a more typical 50 or so. Frank believes that 80% of the congregation does not know how to do that easily. Katie and Tim agreed that they would like to help lead this effort during the middle of a Sunday service.

DFF we discussed using the rest of the money this year. Half of the \$12 K we reserved this year we will keep for next year in case we need it. Frolic is a conservative amount. Failing WiFi is a concern, as we lower the IT budget by approximately \$700. Sheryl anticipates that there could be an annual savings of \$1800 with lower utility costs due to the solar panels installation.

The most significant increase in spending is going towards personnel:

- *A 3-prong compensation for the minister: A one-time \$5,000 performance bonus, a 4% raise, and \$2,500 to \$5,300 increase for health care.*
- *Payment to faith formation teachers goes up*
- *Office administrator \$1 per hour increase - total \$1300 allocation + health insurance increase*
- *DFF & OA - are starting a 10% retirement contribution. The current DFF becomes Medicare eligible at the beginning of the fiscal year.*
- *The Connections Coordinator's hours were increased to acknowledge she works far more hours than she is being paid for - could make it 14 hours for 26 weeks, and 10 hours for the next 26 wks.*

One pianist's compensation is \$6,300/yr - 16 Sundays at \$400 per Sunday, while the other pianist is getting paid \$150 per Sunday. If this is dropped to \$200 the budget deficit is seriously reduced.

April 2020 UUFD BOT Meeting Minutes - Page 3

Julie motioned to approve the budget as presented, and Elizabeth Long seconded the motion. All were in favor.

Process Observation

All voices were heard. Everyone was on task until the end of the meeting. Perhaps the online format allows for more equal participation.

Upcoming Meetings:

Next Deep Chair Meeting: Tuesday **May 12th** at 3 pm via Zoom

Next Board Meeting: Tuesday **May 19th** at 3 pm via Zoom!

Annual Congregational Meeting: Sunday **May 17th** 11 to 12

The regular meeting was adjourned at 6:20 pm