



## UUCK Board of Trustees Meeting Minutes February 17, 2022-DRAFT

### I. Call to order

In attendance were Don Gregg, Heidi Shaffer Bish, Vivien Sandlund, Liz Bright, Rod Thompson, Carol Weigand, Diane Kloss and Rev. Steven Proztman. After a brief check-in the meeting started at 7:00 PM. Rev. Steven offered a reading and chalice lighting.

Kay Eckman gave an update on Hobbs Hall bank financing and the mortgage loan conversion plan. Kay indicated it was time to convert the construction loan to a 20 year mortgage with a 3.5% interest rate, to be renegotiated every 5 years, as is common with commercial loans. There is one draw payment to Metis remaining and if the punch list items are not finished by the end of February 2022, Hometown Bank will set aside the final construction loan payment to Metis and establish the mortgage loan. The monthly mortgage payment is still to be finalized but will be approximately \$950 (less than \$1,000), with a loan total around \$120,000. Note that the church has been making monthly payments of this amount for a number of years (due to bathroom and other remodeling projects) so we expect to be able to fulfill this financial obligation. The board would like to acknowledge the work Kay has done with Hometown Bank to finance Hobbs Hall.

### II. Announcements

We reviewed the Board Covenant. The next Board Listening Session will be on Sunday March 6th following the church service. Vivien and Rod will host and the focus will be on programming and project ideas. We are planning to hold our March 17 Board Meeting in Hobbs Hall.

### III. Approve Prior Minutes

The September Board minutes were reviewed and Rod moved and Vivien seconded that we approve the minutes as written. Motion passed and January 20, 2022 minutes will be posted on the church web site.

### IV. Consent Agenda

Rev. Steven presented his monthly Minister's Report. Highlights included:

Hal Walker is in inactive status as an employee.

In December Rev. Steven stepped in to lead the service on Sunday, December 19th, after the annual holiday service/pageant had to be postponed due to plumbing problems. The plan is for a pageant on Sunday, April 24th, to celebrate Earth Day.

Canceled the service for December 26th to give our tech team and staff a rest. Area Commissioned Lay Ministers, including our newest CLM, Kathy Kerns, created and offered a service for that Sunday.

Our annual pledge drive takes place in March.

March 27th will mark the end of our year of work on our Welcoming Congregation Renewal program.

### Treasurer's Report

The Treasurer's Report was not included as a link in the agenda. Rev. Steven read the summary. The income for January was lower than projected, but pledge donations are at 101% for year to date. Income is at 90% of budget YTD. Lower income is attributed to the annual auction (\$25,000) which did not occur in the fall, but will be held in May 2022. The committee is meeting now and will offer a multi platform for the auction items.

### MET Agenda (January 13, 2022)

The Hobbs Hall, End-of-Year (Christmas Wish List) fundraiser was a success. A total of \$7492.45 from 25 donors was raised and thank you notes have been sent. Funds will be used to provide equipment, furniture and signage for Hobbs Hall.

The committee developed job descriptions, interviewed and hired for the 2 part time positions, Campus Use Manager and Technical Manager. We are still in the process of advertising and interviewing for the position of Music Director Pro Tempore.

A Building Safety Team is being developed and Rev. Steven will be writing the charge.

Heidi moved and Rod seconded that we receive the Consent Agenda. It passed unanimously.

### January Board Listening Session Report

Concerns were raised about moving into Hobbs Hall (sooner rather than later) and a need to return to in-person services. There were concerns raised for Hal Walker. A conversation around outreach to church members and the need for care teams was voiced. People shared concerns about the need for connecting with each other. Ideas included interest groups via zoom and a phone tree for one-on-one needs.

Rev. Steven has put out a call for Care Team coordinators. At this time he has had no one respond. He plans to keep this need in front of the congregation.

## V. Construction Team Report

The Construction Team recommends we take occupancy of Hobbs Hall. There remain some items on the punch list, including outdoor repairs, but these will not interfere with us being able to use the building. Rev. Steven says we hope to be using the building in March with an open house scheduled for Sunday March 20th where annual pledges can be dropped off while tours are conducted.

MET recommends we hire an attorney to help with issues regarding the sewer line and completion of punch list items and finishing the contract with Metis. Suggested our Insurance Company, Church Mutual may have recommendations for who could fill this need. The board is in agreement. No vote required.

## VI. Staff Hires Endorsement

The two part-time jobs have been filled: Katie Kuras has accepted the Campus Use Manager position and Julie Swango has accepted the Technical Manager position. Rev. Steven moved and Vivien seconded the endorsement of these two hires, and the board is pleased to unanimously endorse.

## VII. Spending Report on Hobbs Hall

Last year the Board approved that the MET manage the spending of \$75,000 to furnish and equip Hobbs Hall. The Board requested a report on the progress of this effort. The following is an overview based on category. (See February 17, 2022 Board Agenda for more detail)

Landscaping (includes outdoor furniture)	\$30,125	
Audio Visual equipment	13,899	
Other Furnishings (Chairs, tables, china, glasses, etc)	20,413	
Kitchen Supplies	5,090	
Available Remaining Funds		5,473
TOTAL		\$75,000
Additional Funds ( End-of-Year Fund Raiser)		7,492.45

## VIII. Social Justice Update

Vivien announced that there was much activity and excitement currently. We have 3 areas of concentration and each has an advocate/coordinator.

Hunger and Economic Insecurity-Elaine Bowen

Environmental Justice-Andrew Rome

Human Rights-Vivien Sandlund This includes the Race for Justice and Welcoming Congregation Renewal activities. On February 27, our church will sponsor a workshop, "Understanding Trans Kids" which will be available by invitation for regional UU congregations to attend.

All three areas can use more volunteers. A list of 32 nominations for special monthly collections was compiled after a request for nominations was put out to the congregation. A congregational vote will be taken soon to select the organizations. The children and youth will choose a cause for the January collection.

## **IX. Annual Meeting Agenda**

The Meeting will be held on May 22, 2022 after the church service. Suggested highlights:

New Hires, Hobbs Hall, New Board Members, End of Year Giving for Hobbs Hall, Auction, Social Justice activities, In Person Health and Safety Policy, Recognize outgoing leaders. Don asked that we think about other topics and bring those ideas to the March 17 board meeting.

## **X. In-Person Health and Safety Policy**

Rod provided updates on Covid numbers for surrounding counties. Both cases and positivity rates are down significantly. Carol had reviewed other UU church policies and suggested we look at our occupancy capacity, when to open up hybrid services again, sign up options and vaccination status as well as deterrents such as masks and distancing.

After some discussion and being aware of the time it was decided to continue this conversation at a special board meeting via zoom, scheduled for 7pm on Tuesday, March 1. We will also review and approve the 2022-2023 budget at this meeting.

## **XI. Board Visioning Session**

Rev. Steven led an exercise for the Board to envision what we will look like as a growing congregation. Brainstorming was encouraged and the following ideas were voiced:

**New members-membership up by 15% (approx. 25 new members)**

- Invite friends, let the community know about us

- A vibrant, welcoming community

- Renting Hobbs Hall as one way to get more community exposure

- Enjoy and use the new beautiful outdoor spaces, which are visible from Gougler.

**Engaged interfaith social justice work**

- Racial justice/diversity/partnerships and collaboration

**More programs and activities**

- Active RE programs for children and adults

- a BUZZ in the social hall

- Current members and friends become more engaged and active

- serving great meals

- A thriving music program

- People are traveling together to various activities

**A Surplus budget**

Sanctuary more inviting...and larger

Improved Communication

## **X. Process Review, Extinguish the Chalice and Adjournment**

Meetings are getting better, with more accomplished. Everyone is coming prepared. This was an upbeat meeting with excitement and energy as we think about the future. Steven read words for closing and extinguished the chalice. Meeting was adjourned at 9:00 PM.

Respectfully submitted,

Diane Kloss, Co-Secretary