

Reverend Steven opened the meeting at 7:00 pm with a chalice lighting. In attendance were Board Members Reverend Steven, Don Gregg, Liz Bright, Heidi Shaffer Bish, Diane Kloss, Vivien Sandlund, Carol Weigand and Treasurer Lois Weir.

Lois presented the budget for FY2023 and explained each item and the reasons for an expected shortfall. "Facility and personnel expenses are increasing significantly this year," according to Lois. She recommended that we borrow from our endowment to cover the increased costs incurred by building and operating Hobbs Hall and hiring additional staff. She is hopeful that anticipated in-person services will increase donation income. Pledge income has been steady, but would have to increase 31% to balance income with expenses.

Current non pledge sources of income include grocery card sales. There was some discussion of discontinuing the program, but Lois advised us to continue as it is steady income. The annual auction provides approximately \$25,000.

Our operating income is \$423,430.41.
Our pledged income is \$366,309.62

Heidi asked what the budget trend has been from precovid years. Lois said that membership has been up and down but remained stable. She agreed with Heidi that we must grow our membership. Reverend Steven said that virtual services will continue as well as in-person services. Lois reported that we have had pledges and donations from members who are fully remote, including some who are out of state or country.

Lois reviewed each item in the budget. The mortgage amount for Hobbs Hall will be approximately \$950/month, a fixed rate. Facility expenses will increase approximately \$15,336, because of Hobbs Hall. Fire suppression will cover new sprinkler systems. Building and grounds maintenance will increase about \$4,000 to keep lawns mowed and sidewalks cleared of snow. Water costs will increase approximately \$3,000 because of the larger line required for Hobbs Hall. Lois asked us to use the faucet at the annex for landscaping needs. Office supply expenses will increase because of the need for two new computers and software. Heidi asked if part time employees are provided with computers. Lois replied that the tech manager will require one and the campus use manager probably will, also. Don asked if Hogwarts pays for itself. Lois and Reverend Steven said it does.

Personnel expenses have increased \$35,440.46 over the previous year because of the new positions, higher health insurance premiums for the minister and increased hours for the sexton. No pay raises are currently feasible, but Lois said we must consider raises next year. Diane asked about bonuses; the last bonus was in December, 2020.

Additional increased costs are due to the fair share amount paid to the UU Interfaith and Community (\$19,273.) and a small (\$300) increase for publicity to cover outreach, including Chamber of Commerce membership and advertising.

Reverend Steven said that staffing is about 75% of our budget; 65% is more typical for churches. Lois advises us to push for pledges and borrow against our endowment.

Diane reminded us that we must be mindful and appreciative of members who give time to the work of the church. Lois also emphasized the importance of volunteers. Heidi urged us to focus on growth and engagement. She moved to accept the FY2023 budget. Vivien seconded the motion and it passed unanimously.

Heidi commended Lois' work and said, "a budget is a vision." Reverend Steven said MaryBeth worked closely with Lois. We appreciate their hard work! Lois is grateful for the Hobbs endowment which provides us with money in the bank so that we can borrow against ourselves. Heidi and Reverend Steven said that we should emphasize the importance of legacy gifts.

The remainder of the meeting was devoted to revising the In Person Health and Safety Policy (IPHSP) in anticipation of starting multiplatform services in Hobbs Hall on March 20. The revised policy contains changes highlighted in bold type and can be accessed on the church website and at the following link: [IPHSP](#). A congregational open house will be held after the first in-person service in Hobbs Hall on March 20.

A community open house is planned for April 24 and a dedication ceremony for May 29.

The chalice was extinguished and the meeting adjourned at 9:00 pm.