

UUCSR Board of Trustees Meeting

JULY 26, 2020 1:30 pm *(via Zoom)*

MINUTES

Voting Members Present: Natalie Brundred (President), Mike McGirr (Vice President), Cathie Wiese (Corporate Secretary), Jane DeYoung (Treasurer), Larisa Ashley, Paula Hammett, John Mason, Sean Freese, Paul Brockmann

Voting Members Not Present: Joe Como

Non-Board Members Present: Rev. Chris Bell (Minister), Leslie Norinsky (Substitute Recording Secretary). Congregants: Debby Belansky, Kirsten Olney, John Jaffray, Mary Louise Jaffray, Richard Senghas.

Meeting called to order: 1:31 pm

Chalice Lighting, Covenant, Opening Words: Rev. Chris and Natalie

Agenda review: No changes.

Minutes: June 18 minutes were approved with one correction.

Open Mic:

Debby Belansky asked how the new Realm software will be able to replace a photo directory. Paula Hammett explained that it will allow us to have a UU photo directory online that all members would be able to access. This would happen approximately a month from now.

Minister's Report: Rev. Chris Bell

Reverend Chris said he and Reverend Dara will have discussions about sharing some services with UU Petaluma, to create a larger community of UU's and to reduce the workload for both ministers. Sometimes we would attend their virtual services, and sometimes they would attend ours. He has been very encouraged by the attendance to the online services, approximately 350 participants every week.

Treasurer's Report: Jane DeYoung

At least \$10,000 of our unrestricted gifts is actually pledge payments (because of tax requirements of the donors). Paula and Jane will work on figuring out a way to indicate pledge fulfillments that are categorized as unrestricted funds in Realm.

Last year's budget

Pledge revenue, gifts, Sunday baskets, and other donations were about \$15,000 below expectations last year, but well within the comfort level of the overall budget. Most of the lost revenue was in rental income from the Glaser Center.

The expectation is that the PPP loan will be forgiven. In effect, it helped to close the gap for lost revenue. We also received insurance proceeds to make repairs to the building. We paid our UUA dues for the year.

We will end up with a positive balance of almost \$30,000 and in very strong shape.

Update on Staff Turnover:

Dawn will be staying on for the training and implementation of Realm, and the hiring team, consisting of Paula, Natalie, Joe, Linda Stabler, and Reverend Chris, has been reviewing the job description. A statement on inclusion and equity will be included and will shape the hiring process.

August 7th is Jen Freese's last day as DRE. The RE steering committee has become the RE transition committee. We may not post the DRE position since we have a person in mind who is already beloved in the community, Era Capone. They are already a professional preschool and kindergarten teacher with leadership qualities, who has been working in our RE program.

If we hire Era, this would be an acting position, and the Board can revisit the status of the position. We are using the term "acting" vs "interim", as "interim" connotes an end to the position whereas "acting" allows transforming the position into the possibility of a permanent one.

A motion was made that, pending the approval of the RE transition committee, the Board recommend Era Capone to the position of acting DRE. There will need to be transparency about the possible transition from acting to permanent status.

VOTE: The Board approved this motion unanimously.

Realm Implementation:

The focus has been on converting the data from PowerChurch to Realm, most importantly the financial data. The conversion has proceeded relatively well. Paula showed the forms available through Realm for online donations and pledges, and shared some screens to familiarize the Board with some the features. Members and pledging friends will need to transfer their Vanco information to Realm. Full implementation is underway and the communication to the congregation will occur very soon.

The URL for Realm is onrealm.org/UUCSR.

Board Business:

Chris's 2020-2021 Covenant of Ministry- this item was put on hold until the August meeting.

Liaisons: In the past there have been liaisons between the Board and almost all committees. Now, it would be wise to wait until all the committees have descriptions available and that the structure of the committees and contact information are known. Each Board member would need to liaise with three to five committees.

Board members at Coffee Hours: Natalie will send out a Doodle poll to sign up for Coffee Hours for the next three months. Whoever hosts the coffee hour would need to ensure that the Board members present were introduced. If need be, there could be a Zoom breakout with the board member.

Board minutes are available to all on the website, and Natalie will remind everyone where minutes can be found when she announces Board meetings.

Final Questions, Review of Action Items, and Closing Words

Meeting Adjourned: 3:05 pm.

Next Board meeting: Thursday, August 20, 2020 6:30 pm

Respectfully submitted by Leslie Norinsky (substitute Recording Secretary)