

Board Members Present [via Zoom] : Peggy Robinson – President, Robin Hill - Vice President, James Dryden – Secretary, Sid McCausland - Treasurer, Don Antrobus, and Kalen Saxton

Others Present : Rev. Lise Adams Sherry , Becca Bernard, Rosene Beachy, George Bryson, Susan Orlansky

6:31 pm A. Call to Order/Agenda/Minutes

Agenda accepted with addition of logo discussion as new business as requested by James.

Ministerial Call committee Recommendation – Susan Orlansky

The committee has prepared a final report and is done with its work. The brief result of the surveys and membership contacts is that Rev. Lise is an excellent choice and AUUF should proceed with a Congregational Call. The committee obtained input from well over a majority of active members and, essentially, there were overwhelming positive comments and no negative comments. There was a 63% response rate which is excellent for just about anything we do. The full report is available in the board DropBox for this meeting.

Susan and George both wish to thank the members of the committee for an excellent and fulfilling committee experience.

The board thanks the committee and accepts the report with great appreciation.

7:00pm B. Consent Agenda Items

1. Approval of Minutes of the January 19th Board meeting – James

Accepted with edits in the DropBox without objection.

7:03pm C. Continued Business

1. Planning the Congregational Meeting on March 20 - Peggy & James

James has an initial meeting planning document in the DropBox. The board needs to confirm some items. First, this is a special congregational meeting per our bylaws and will require 15 days written notice. Peggy & James decided to set a target of March 1 for the notice of meeting emails & USPS letters. There was board agreement on that.

Should this be ZZoom only or a hybrid meeting? The ZZoom only is easier. It would follow the methods of the annual meeting. The hybrid meeting requires more digital and in-person volunteers. We are pinched right now for A/V support personnel. The process should have a celebratory aspect even if in the pandemic. Rev Lise expressed a desire to have an in-person event and believes she can muster the needed A/V support. Several board members will not participate except by Zoom, including 2 that are all of state. Given all that, the board consensus is to have a hybrid meeting.

Peggy, James, Don, Kalen, and others will meet next week to iron out details allocate tasks.

2. COVID update –Rev. Lise & Peggy

We are attempting again to restart in-person services which leads to discussion of A/V. The plan is to do broadcast March 1 which will give the teams practice for hybrid services such as the March

20 meeting. Rev Lise has worked with several new volunteers and Rick Miller (A/V consultant) learning the new systems. Rev Lise is assuming the management of the A/V teams for now. We need a new A/V lead.

3. Board Focus Follow-up – Peggy

Most of the items in our follow up are proceeding well as reported last month.

Sid is not running for re-election in 2023, a year from now. Peggy, and Robin will be leaving the board June 30.

We seriously need a board treasurer to train under Sid next year.

4. AV update – Don & Lise

All is going well with the new equipment and the Rick Miller contract as we heard from Rev Lise. Don has prepared a new summary of Phase 3 costs for A/V and sanctuary construction work and placed it in the Dropbox. The summary shows that we are very close to the total amount authorized by the congregation. The board thanks Don for all his work on this project.

5. Stewardship Update – Peggy, Sid

Initial pledge response to the Feb 1 emails brought in about \$100k. This might be typical for the first couple weeks. Peggy is working with Joe Princiotta to create a thermometer gauge for use on the Today At Your Fellowship (TAYF) newsletter. The plan is to begin second contacts and calls about now.

7:32 pm D. New Business

1. Logo - James

The question here is whether a discussion and possible decision about changing our logo should be on the agenda of the upcoming annual meeting.

James has brought it up so there is time for the members to discuss and give us direction with voting at the annual meeting. The board discussed the fact that the current logo is considered a classic case of cultural appropriation last fall and agreed with Rev. Lise to use a generic chalice logo in communications this year. James feels that we lose something significant by letting it slip away without stated and approved intent from the members. The logo is something special and should be handled with respect. Kalen and Rev Lise had been planning to write an introduction to why we're considering changing it for submission to TAYF last fall, but it was delayed. They will write one for publication before the annual meeting. The discussion last fall was that we didn't have time or energy to do the preparation to have the vote at the 2022 Annual Meeting, so it would be postponed a year. Kalen suggested it could be presented this spring with some alternatives seeking guidance and new ideas from the congregation. Peggy said that would be good but we did not want to present it in such a way that we got a negative reaction.

There was consensus that it be on the annual meeting agenda but concern and disagreement on how to present it. Some felt that if presented before the members are ready, they might vote against it and then we couldn't change their minds.

2. FY23 Initial Operating Budget – Sid

Sid says the finance committee needs direction from the board. The dropbox budget folder includes proposed budgets in many forms. Sid and the finance committee have done a lot of work here.

There is an 11 page *Treasurer's Introduction to the Budget* discussion of the current deficit financing position of the fellowship and explanation of the new distribution of 'overhead' back to our program areas – Fellowship Ministry, Lifelong Religious Education, Greater Community Ministry, and Building & Grounds. This follows the concepts of mission operations as presented by Sid last month. Sid has also provided us with a proposed budget presentation document showing how the budget might be presented at the annual meeting.

The main budget spreadsheet has a Baseline column which represents some historically supported level for each account and is close to our FY22 budget. There is also a Wish list column showing requested additions to the various accounts and deviations from our current budget. Each group of accounts is presented with 'overhead' distribution as a separated item.

The most significant observations include that the fellowship is continuing to run a severe deficit. We chose to fund a ~\$29k deficit budget last year (\$378k income & \$407k expense) but, as this second pandemic year operations progressed much differently than expected, we find ourselves projecting a zero deficit for our FY22 ending June 30, 2022. Our baseline FY23 budget (\$380k income & \$417k expense) would result in a ~\$37k deficit which is not significantly different than our FY22 budget deficit. Including the Wish list items would push the expected deficit up to ~\$107k. The Baseline is unsustainable even though we have reserves of \$162K of which \$100k was designated as emergency reserves.

The big contributors to the \$70k difference between Baseline and Wish list are, roughly,

\$ 40k bldg & gn ds reserve request per policy	
\$ 5k new A/V paid technician	\$ 11k new paid CYRE for senior youth
\$ 7k staff salary increase of 4%	\$ 7k in travel & training

Of the budgeted \$417k in expenses, 70% (\$290k) are salaries and associated costs. The 'overhead' which has been distributed to the program areas is mostly labor costs. Roughly, the labor costs distributed to the four program areas divided as follows :

- | | |
|--------------------------------|--|
| 40% Fellowship Ministry | 40% Lifelong Religious Education |
| 15% Greater Community Ministry | 5% operation of our building & grounds |

The board needs to decide if we are going to present a deficit budget proposal to members. James reported that in his opinion a reserve transfer is not a budget expense. This will be discussed further.

The board needs to decide if we are going to approve raises and at what level. The \$40k Building reserve request needs to be recognized with a note but is not an expense item. It is important to include the note so we don't regularly forget that we must deposit maintenance funds regularly.

The addition of a CYRE position for the senior youth was and should be an important part of our mission here at AUUF. We have a bubble of kids who have come up through our RE programs and are now teens. Our programs have been very important for some teens in the past. They need a program that features a regular adult with whom they can develop a relationship.

The A/V volunteers have been severely taxed by the pandemic. We have failed to recruit enough new volunteers. The benefits of the new A/V system will not be realized without operators. We need to pay a technician if we intend to support the current programs. Hybrid services will be the most demanding and would still probably need volunteers.

With the feedback from this discussion, Sid will return to the finance committee to formulate a budget proposal for adoption at the next board meeting. It must be included in the notices of the annual meeting to be sent out about April first.

8:50pm Staff and Committee/Team Reports in Dropbox - Discussion

All reports were all accepted as filed.

**Move by Don, 2nd Robin, to enter executive Session for personnel discussion
Exit Executive Session**

9:05 pm Adjourned by Chair w/o objection

Next Meetings:

Stewardship Personal Contacts begin February 14

Program Council, March 22, 6:00-8:00PM

Agenda Setting, March 10, 5:30-6:00PM

Board Meeting, March 16, 6:30-8:30PM

AFACT Forums of assembly candidates March 13th and 14th

Respectfully submitted by James Dryden, Secretary