



**Meeting Minutes
Board of Trustees
First Unitarian Church, South Bend
March 8, 2023, 7:00 p.m.**

Present: Gail deSomer, Florence Klecka, Karen Dickson, Ken Chambers, Lynn Liston, Bill Stevens, Elena Wake, Rev. Chip Roush

Absent: Becky Lindstrom

Guest: Barbara Williams

Call to Order

Meeting called to order at 7:05. Chip led the Chalice Lighting. Next was check-in and recitation of Covenant.

Approval of minutes

Amendment made to change “we would need to sell enough tickets to break even” to “it would be beneficial to recoup some of the cost”. Motion made to accept the amended February meeting minutes by Gail, Lynn seconded. Carried.

Changes to Agenda

Gail asked that the question of meeting quarterly in person be added to New Business.

Reports

Reports from Minister, Treasurer and Committees received in packet. Additional information given in meeting:

Minister: Gail asked if the Nominating Committee had met yet. Chip didn't know, but said Anne Mannix would. Karen, as committee liaison, said she would find out.

President: Nothing to report.

Treasurer: For the month, there is a \$10,000 loss, but we are still \$5,000 ahead for the year. By next month, we will be in the red for the year, and she estimates a \$32,000 loss by fiscal year end in June, about what was forecasted. But pledges do tend to come in late in the year, so that might be less. Various suggestions for getting people to pay their pledges were brought up: Chirps, pulpit announcements, personal letters to those delinquent in their payments, due to seasonal fluctuations, auto-withdrawal from accounts being promoted. Elena also confirmed that we still owe \$108,000 on the mortgage. Elena then asked the Board the following questions: Will Chip get a raise? Chip said he had no knowledge that he would, and assumed not.

Will Chip go on a month-long sabbatical next January? Chip does not know at this point.

Should Pat be assigned more hours? Chip said that Pat is getting more efficient, and that she does not want more regularly assigned hours than the 15 she works, in the office and from home.

Should Pat's and Finda's hourly rates be raised, to be more in line with UUA guidelines? The Board consensus was yes.

Should the Board have a budget, to cover costs of Town Hall meeting food and child care? Gail suggested that an amount be determined and added to the budget, so that it is not mixed in with Social and RE budgets.

Discussion: We presume the quarterly Town Halls will continue next year. Chip invited the Board to look into the UUA's new ideas on determining minister and other staff salaries. One idea is to separate staff evaluations from raises. Lynn promoted transparency and self-assessment to evaluations.

Committee Reports: The Building Committee has submitted a budget for next year. The Endowment Committee has received more proposals than they have funds for this year.

Old Business

Board Town Hall Meeting Issues Follow-up: Lynn Liston and Lynn McDonald have summarized the minutes and recording. The consensus was that the subcommittee should meet before the next meeting on April 2. The subcommittee will have a printed report by then. The Town Hall meeting will be mostly the same as last time, with a brief report and then mostly listening.

New Business

Service Auction date. The Board confirmed this year's Service Auction to be October 21, 2023.

COVID restrictions. Florence moved to adjust the COVID policy to no longer strongly recommend that people wear masks for the duration of the Sunday services, as St. Joseph County has now been in Green status for over two months. Masks, as always, will be available for all who wish to wear them. Gail seconded. Several people felt this would negate the concerns of immunocompromised people. Motion did not pass, with four votes against.

April BOT meeting in person. Gail pointed out it would be lighter by next month. Since a hybrid meeting is more difficult, it would have to be via Zoom or in person. Ken is the only confirmed member to be absent next month. Michigan residents agreed to drive down, so we will indeed meet in person at church next month.

Other Business

Adjournment

The meeting was adjourned at 8:33 p.m.

Next Board of Trustees Meeting: Wednesday, April 12, 2023 at 7:00 p.m. eastern time, in the Conference Room.

Respectfully submitted by:

Florence Klečka, Secretary, Board of Trustees