

UNITARIAN CHURCH OF HINSDALE – BOARD OF TRUSTEES

Approved Minutes

Wednesday, February 14th, 2024 - Time: 07:00 PM Central Time

A. Call to Order/Welcome Visitors. 7:04 p.m.

Board in Attendance: Mike Pabian, Bob Daniel-Wayman, David Mrazek, Dave May, Karen McDowell, Susan Stephens, Karin Janowski
Church Staff: Pam Fodor

B. Check-in and feathers

C. Approval of Board Minutes

Dave May moved to approve the minutes. Karen McDowell seconded. Minutes approved with amendments.

D. Finance Discussion

a. Budget Updates – Dave May updated our bank account and Schwab account. Fidelity endowment has come up nicely with the market upswing. We have \$110,000 available for operations. We're spending about what we have budgeted. No real net one way or the other.

b. Budget Process; We're not sure how much cleaning will cost. Pam related that the service will do full clean of both buildings for \$395 twice a month. Then a lesser clean for \$300 another two times.

Rev Pam and our Office Administrator Gail are working out how to remotely update the budget with software called Logmein, with multiple people.

The electrical system isn't robust enough to run the heating and all other infrastructure. It will cost around \$32,000 to upgrade.

Mike Pabian, a generous congregant and long-time Board member, is leaving the church, moving away. We have six new members that will hopefully contribute pledges.

c. Discussion of deficit spending; date TBD – Bob Daniel-Wayman related that Rev Beth has talked about working with deficit spending in our operating budget. We need to clarify/meet with her to find out what exactly she means. Are we talking about running a deficit of a certain amount every year?

E. Staff Check In

a. Minister's Report – a few highlights

Administration

Payroll change: I have a couple of more questions about benefits and W2 lines, and learned that the UUA recommendation is that her insurance be given as a reimbursable benefit, like professional expenses. Office Administrator: Gail is doing well. She will begin working with Suzanne this month for website training.

Circles & LEAD Team

LEAD team members are following up with their Circles to support their process

Lead Team meetings with the congregation

The in person and zoom meetings were fairly-well attended. Congregation members were quite engaged with the questions. The LEAD team will meet and sort the data. Worship finishes their process Saturday 2/17

Social Justice: The Social Justice Circle met to discuss activities for the Circle. They will be tabling monthly. Green Sanctuary: The Work that Reconnects workshop was very well attended and included participants from 4 other local congregations. Dave Lloy followed up and we will see what we can do together.

b. DOP Report. Rev Beth has been working closely with our new Admin. Gail. She's a self-starter, working out well. She works Monday, Wed, Thursday 9-Noon Thursday 1-4 pm Office is closed on Fridays. Pam has been working with Dave May, Rev Beth and Steve Trout to look at expenditures and revenues to date regarding all the Circle Groups

F. Other Business

a. Update on LEAD team (really this time) – Susan Stephens

There have been three general congregational meetings, fairly well attended. Pam and she met with the Community Circle and had around ten people attend. The Social Justice Circle met again to do more exercises since the first meeting was short. Susan and Pam haven't had a meeting to pull all their data together based on the meetings. They think they will meet to do this in March.

b. Policy on Special Collections; Written Policy Available? – Karin Janowski

Karin wrote up some guidelines on how to deal with Endowment checks, but her keyboard ran out of gas and she ran out of time to work on this. A discussion was had about why we need a written policy regarding what organizations are chosen to receive a special collection. Currently the Social Justice Circle picks these.

c. Nominating Committee Kick-off – Bob Daniel-Wayman

Pam related that she met with the committee Monday night. They are "on it."

d. Committee on Shared Ministry, Appraisal, Planning – Bob Daniel-Wayman

We need to think about the concept of a shared ministry with the congregation, and how this will be determined. Bob and Rev Beth need to formulate a general plan.

Also we need to think about how we will go about planning the appraisal of Rev Beth's ministry as we move to consider the future. Her contract expires at the end of 2024-2025 church year. Do we do a calling process, a modified calling process or a contract? Karen related that this is all pretty confusing; how do we explain this to the congregation. Bob stated that we need to figure a process that uses congregational input into whether Rev Beth continues as our minister. Technically she is a contract minister. Pam agrees we need to include congregational voices in the decision process.

G. Write-Ins

Mike Pabian brought up that we'll be seeing numbers related to a hypothetical budget put together by Pam Fodor and Mike, a budget over \$400,000. It is the recommended budget plus additional things, aspirational, full dues to the UUA, plus one-time capital expenditures that might be presented to the congregation at the Annual Meeting. Upgrading electrical system to the church buildings is one of the items.

Karen McDowell asked Bob if he will be working on the Board photographs. There are several he can complete.

Karin Janowski asked if the church will be sending out the previous member pledge amounts to congregants. Pam said they will be mailed on Monday.

H. Executive Session - none

I. Adjourn

Karen moved to adjourn. Susan seconded. 8:03 p.m. adjourned.