

UNITARIAN CHURCH OF HINSDALE – BOARD OF TRUSTEES – APPROVED MINUTES
Wednesday, March 13th, 2024 - Time: 07:00 PM Central Time

- A. Call to Order/Welcome Visitors 7:04 pm
Mike Pabian, Bob Daniel-Wayman, David Mrazek, Dave May, Karen McDowell, Susan Stephens
- B. Church Staff: Rev. Beth Johnson, Pam Fodor
- C. Approval of Board Minutes as amended. Karen McDowell moved to accept, Susan Stephens seconded the motion.
- D. Finance Discussion
- a. Budget Updates – Dave May
The bank account has bounced around \$100,000 for past few months. He doesn't have a precise current income amount. Bob stated we need a minimum of \$30K. Dave stated that Karin Janowski provided updated numbers for the perpetual pledge and endowment. The numbers are up, which is nice. On budgeting, the preliminary adjusted amount is showing a \$33,000 deficit.
- At 7:28 pm Karin Janowski joined the meeting.
- b. Budget Process; Pledge Drive Update – Dave May
According to our schedule we look at the pledge drive and apply results to the budget group which will finalize numbers March 31st. But that is Easter, so may need to change that schedule.
- Rev Beth stated there are increases across the board; a big chunk is the increase in cleaning fees for the church.
- Bob sent a document trying to lay out language related to the risks of deficit spending regarding the budget. Bob stated there's about \$400,000 principal in the Endowment Fund. The membership is sensitive to deficit spending, but it's probably not a third rail. Some will be concerned but it's not a don't go there situation.
- Mike Pabian related that in a time of great mistrust, the congregation voted that at vote of 75% of the entire congregation is needed to access the Endowment fund.
- The Perpetual Pledge Fund is accessible by a two-thirds vote of people present at the vote.

Bob stated that the bylaws show that the congregation could consider funds for the running of the church via the Endowment Fund. Bob added a bullet to his budget document that the Endowment Fund needs to be built up more before it can be accessed. Dave stated that the bylaws say the Endowment Committee with recommend when income can be accessed.

Pam related that there have been budgets in the past that have included the Endowment Fund within the budget.

Bob stated we need to clarify how to interpret the bylaws section regarding the Endowment Fund. We don't think we can achieve all we want to do in our current budget with current income projections. Three questions. What values are we using to make the decisions to deal with this. There are issues of sustainability. And then there is the question of what do we really have to spend?

Karen McDowell stated that in order to grow the church and achieve our mission and goals, we may need new members.

Rev Beth stated that all decisions should maximize the fulfillment of the congregation's mission. Inherent in this is the need to financially support the church. Bob wants to flesh out what this means.

Dave suggested we might make a special fundraising request to cover the electrical panel costs.

Bob suggested we plan a follow up meeting to cover this document. Planned meeting is Thursday 3/19

Look at Principles and Perspectives section – wording. Send emails to the board members before the meeting. Look at Next Steps and Decision Matrix. Need to present two or three options at the Annual Meeting

E. Staff Check In

a. Minister's Report

Rev Beth gave first year thoughts in her report. We have various denominational events coming up.

b. DOP Report

Nothing to highlight. See separate report

F. Other Business

a. Update on LEAD team – Susan – nothing to add.

b. Policy on Special Collections; Rev Beth submitted a draft on policy for special collections. (attached). Bob added that language could be put in that the Board doesn't need to approve Special Collections choices. David Mrazek moved to approve. Karin Janowski seconded. Motion approved and will be put in the policies directory.

c. Written Policy regarding check donations needs to be written. Bob is looking at Article 9 paragraph 3 of bylaws – relating to the Board approving or rejecting contributions to the Endowment Fund. We will make this an action item to discuss the language at the next meeting. The procedure should align with the bylaws.

d. Personnel Committee Charter Update. Bob created a draft of this charter for a committee to focus on governance related to the minister, compensation issues, and ministry appraisal.

F. Write-Ins

Mike stated we need a new lead person with the church credit card. He is leaving. The person needs to be available to be live on the phone to speak to the credit card company to update information, etc. It doesn't need to be an official Board member, but it shouldn't be the person who is using the card. It would be helpful if the person could be available during working hours. Karen McDowell volunteered. David Mrazek moved that Karen become the credit card person. Karin Janowski seconded. Motion carries.

H. Executive Session

I. Adjourn. Karen McDowell moved. Dave May seconded. 9:10 pm

Addendum

Director of Operations Report

GROWTH AND LEARNING

The children and youth are enjoying our Gifts of Our Faith themes. Each week I prepare a literal gift box with a "special gift" in it that leads our lesson for the day.

We are averaging 7-10 children per week, including some visiting families this month. Our biggest and most regular attended group is our middle school group.

COMMUNITY

Our Hospitality Teams are working hard to provide everything needed for Sunday mornings.

The Membership Committee and I continue to follow up with visitors each week.

On February 25th we held the first session of the New UU class. We got to know the participants by hearing their personal religious journeys, shared what UUs believe and had a brief overview of UU history. On March 10th will hold the second session focusing on the history of our church, our structure and polity and how to become involved. We will be asking the five participants if they would like to become members and will have the signing ceremony on April 7th.

The Membership Committee and I held a retreat style meeting to discuss our Pathway to Belonging program as a follow up to some ideas we heard in the LEAD Meetings. We continue to be encouraged by many of the things that we feel we do well and that work for our congregation. Two things that we have decided to add are an opportunity for a training on how to greet and speak with visitor's and to produce a Welcome card that visitors can take with them after visiting.

As a follow up to a suggestion from a member, all our nametags have been changed to a large print format.

PLEDGE DRIVE

I have been working with Pledge Captains Chris Hainey and David Mrazek to produce materials, collect pledges and keep a running tally.

We held a kick-off dessert on February 23rd. There were between 30-40 participants.

Pledge materials were mailed the week of February 26th and Pledge Sunday was March 3rd.

As of now we have collected 62 pledges for a total of about \$238,000. Of note, we have 4 new pledges totaling \$5700.

Our pledge captains will be following up over the next several weeks.