

Meeting: UU Board Meeting**Date: August 17, 2022****Location: Zoom****Time: 7 pm**

Name	A	S	O	N	D	J	F	M	A	M	J
Ken	P										
Neil	P										
Lyn	P										
Alex	P										
Becky	P										
Tom	P										
Robin	P										
Liz	P										
Visitors											
Allison											
Art	P										

Topic	Discussion	Action/Recommendation
Review of last month's Minutes	Board reviewed and approved the July minutes.	
Finance Committee	How to communicate finances to the congregation? The May shortfall has continued. Projected to be \$29,000 for the year. We lost many significant contributors, and those who remained have lessened their contributions. However, once the minister's payments	Decide when and by what means to report finances to the congregation this fall.

	<p>are over, and if we get back a third of the lost contributions, we may close the year with a slight surplus. FC must track this carefully.</p> <p>Eva's W2's have not included payments on her LTD. We will reissue her 2021 and 2022 W2's. She has signed this agreement. Reviews of HR practices and long-term giving have been derailed, but Neil will try to revisit them.</p> <p>When do we communicate to the congregation where we stand financially? Ken and Neil agree best not to panic, but just report info and wait until early next year to make a big ask. Best to keep focus on getting people back.</p> <p>Share the plate Laurel has LGBTQ org for September. Linda wants to give to World Central Kitchen in Ukraine. Maybe Family Promise later in the fall.</p>	
Health and Safety Committee	<p>Masks optional? Spencer feels we should not change Covid recommendations at this time. Gloucester and Essex are at 5 % positive cases. Alex: maybe soften policies somewhat based on preferences expressed at the meeting. Art: Weston, Swampscott and Gloucester all have masks optional policies.</p> <p>Should we allow speakers to take off masks, if they prefer? Alex: many people in the pews can't understand speakers with masks on.</p>	Ask congregants about mask policy at the 9/18 meeting and vote at 9/21 board meeting.
Building Committee	<p>Tape on church benches H&S says take it off.</p> <p>Toilet seat Will has ordered a new seat.</p> <p>Trash receptacle outside working on this</p>	Follow up about trash receptacle.
Congregational meeting	<p>How to get congregation to prioritize. Offer dot voting and people get to vote on three highest priorities from the topics chosen at the meeting. Art recommends asking people not to cluster all their votes on one issue. Ken: congregation will see all the raw data, then choose three top priorities. Ken will find the best medium for letting the congregation prioritize.</p> <p>People who missed the first meeting will still be able to</p>	<p>Send to congregation all the raw data from first meeting and a means for each person to choose the three topics considered most important.</p> <p>Once we have received</p>

	<p>weigh in on priorities after seeing the raw data from the first meeting. We can target people who have asked not to receive emails from us and call these people individually.</p> <p>Neil: we should then move forward soon on the top issues.</p> <p>Art: wait to get input from all three meetings.</p> <p>Extra board meeting Tuesday, September 6 at 7 pm at church.</p> <p>Board retreat, set for Sunday, September 11, 1 pm at Ken's house. Need to have responses before this date.</p> <p>September 18 is set for the next congregational meeting.</p> <p>Topic for this meeting should be different, not a continuation of the first meeting.</p>	<p>chosen priorities from everyone (deadline to be determined), board will calculate the three most important topics. Board needs to decide how and when to move forward on top priorities.</p> <p>Board members will call people who opted out of emails.</p>
Spiritual direction resources suggested by Art	<p>People have been asking Art for spiritual counseling. He suggests Jonathan Goodell, retired UCC minister from Winchester. Also Sr. Ellen Keane of the Spirituality Center of Notre Dame in Ipswich.</p> <p>Offer financial assistance? Minister's fund of about \$2K can be used for this.</p>	<p>Communicate counseling resources to congregation. Do we offer financial assistance? How much?</p>

Phone tree	<p>Establish a group that can distribute information to those congregants not served by electronic means.</p> <p>Ken: need to have a few volunteers beyond the board to help with this.</p>	<p>Establish phone tree.</p>
Minister's Fund	<p>About \$2K left.</p>	
Honorariums	<p>Do we need to give anything to Vicki? Ken thinks no. Neil will call her to ask if she expects payment, how was the experience for her, would she be interested in doing again, if appropriate?</p> <p>Ken will check on consultants from the UUA.</p> <p>How much should we pay Art for his sermons? Neil</p>	<p>Follow up with Vicki.</p> <p>Vicki was impatient that her expenses had not been paid. Complained to Becky at 8/? service.</p>

	<p>suggests paying in January, but Ken thinks Art needs it sooner. \$1,000 will be given now.</p> <p>\$300 per month for guest speakers. Art suggested \$100 to 250 per speaker, but Eva thought should be more.</p>	
Agreement received	<p>Minor changes made at Eva's request, mostly grammatical. Took out lump sum payment.</p> <p>Reissuing LTD payments for 2021 and 2022 W2's.</p> <p>Signed agreement will be filed in the office.</p>	
Worship Committee reporting to board	<p>Need reports from WC to board. Becky can be the liaison. Worship Calendar shows services planned in the future. Ken can use the calendar in Wild Apricot to show upcoming services to congregants.</p>	<p>Becky to report about Worship Committee at board meetings.</p>
Expanding Laurel's hours	<p>Need to revisit, but Ken thinks she has whatever hours she needs.</p>	<p>Review Laurel's hours.</p> <p>Who to ask her about her needs?</p>

Next additional BOT meeting
Tuesday, September 6, 7 pm
Location: At the church hall

Board retreat
Sunday, September 11, 1 pm
Ken's home

Next regular meeting:
Wednesday, September 21, 7 pm
Location: TBD