

## **Board Motions Passed May 2019–April 2020**

### ***May 2019***

Motion: As permitted by the Bylaws, approve a 3.5% withdrawal (\$33,131) from the 3-year rolling year-end balance of the Endowment (\$946,600), with 2.5% being applied to the 2019 operating budget and the remaining 1% allocated to equipment, maintenance and repairs, and capital reserves. Claus Makowka moved approval of the Endowment draw. Martin Schmidt seconded. Motion carried unanimously.

5/5/19 vote by email: Approved a process proposed by Eleanor for the use of absentee ballots for the election of new Board and Nominating Committee members at the Annual Congregational meeting. Moved by Eleanor Mayfield, seconded by Scott Smith. Amended by Claus Makowka. Approved as amended; 6 votes in favor, none opposed.

5/6/19 vote by email Agreed to increase the salary offer to the interim minister to \$80K per year plus benefits, with the understanding that the Board is potentially committing all of the remaining funds from the Donaldson account and possibly some of the Goldsmith Concert Fund. Moved by Martin Schmidt, seconded by Alison Schwartz. 7 votes in favor, none opposed.

5/10/19 vote by email: Agreed to the slate of three candidates that the Interim Minister Search Committee recommended forwarding to the UUA. Moved by Alison Schwartz, seconded by Cathy Rohrer. 7 votes in favor, none opposed.

Effective July 1, to raise the minimum hourly wage for security employees to \$12/hour for those who have worked for the church for more than 1 year and to \$11/hour for those who have worked for the church for less than 1 year. Moved by Martin Schmidt, seconded by Claus Makowka. 7 votes in favor, none opposed.

### ***June 2019***

Motion to approve Rev. Connie Grant's compensation package as presented in the Budget Version 1.2. Claus seconded. Carried unanimously.

### ***July 2019***

The Stewardship Committee wants to change its name. Motion to change the name to the Pledge Drive Committee. Martin Schmidt moved, Eleanor Mayfield seconded. Motion carried unanimously.

Five members have been confirmed for Rev. Connie Grant's Transition Team: Alice Bright, John Hooper, Rob Masterson, Corey Layman, Kirsti Adkins. Sam Hens-Greco suggested that if Rev. Connie wants another member, she could select one. Motion by Claus Makowka to approve the list of 5 members. Julie Downs seconded. Motion carried unanimously.

Having agreed to serve on the Transition Team, John Hooper has stepped off of the Personnel Committee. The committee has asked Sue Oerkvitz to join, and she has agreed. Motion to approve her as a member of the Personnel Committee. Moved by Martin Schmidt. Scott Smith seconded. Approved unanimously.

### ***August 2019***

Pledge Drive Committee Charter: Claus Makowka moved to approve changes to the Charter. Eleanor Mayfield seconded. The motion passed unanimously.

Accessible parking/sidewalk improvement project: DiBucci quote is \$18,580 (with start date in October/November). R and M Construction Solutions' quote is \$15,700 (start date in the next 1-2 weeks). The work would take about 4 days. The source of funds would be from a capital improvement fund. Claus Makowka suggested using the Goldsmith growth fund. Moved by Claus to choose R and M Construction Solutions (pending reference checks) for a total cost of up to \$17,000, seconded by Scott Smith. Motion carried unanimously.

Exterior sign: The design featuring a chalice, with a limestone base and bronze lettering on both sides, was by far the favorite. Cost: \$16,800, not including installation and lighting. Motion to approve the limestone design, with the non-pledged balance of \$6,000 to be obtained from capital funds selected by the Treasurer. Moved by Scott Smith, seconded by Lynne Porterfield. Motion carried unanimously.

Interim minister's housing allowance: Resolved, that effective this date, a housing allowance of \$2,900 per month for the calendar year ending December 31, 2019 is hereby designated pursuant to section 107 of the Internal Revenue Code. Moved by Claus Makowka. Seconded by Julie Downs. Motion carried unanimously.

Amended personnel policy: Motion to add language about performance improvement plans and other minor changes. Moved by Scott Smith, seconded by Julie Downs. Motion carried unanimously.

### ***September 2019***

Draft position description for proposed Communications Coordinator position (formerly Program Assistant), which will report to the minister: Motion to approve the position description. Moved by Martin Schmidt, seconded by Julie Downs. Motion carried unanimously.

Motion to approve a 2019 salary adjustment in accordance with the revised position description for the Communications Coordinator. Moved by Martin, seconded by Ebe. Motion carried unanimously.

### ***October 2019***

No motions voted on.

### ***November 2019***

No motions voted on.

### ***December 2019***

No motions voted on.

### ***January 2020***

Approval of minister's housing allowance. Claus Makowka moved: Resolved, that effective January 1, 2020, a housing allowance of \$2,900/month for the calendar year ending December

31, 2020, is hereby designated, pursuant to section 107 of the Internal Revenue Code. Martin Schmidt seconded. Motion carried unanimously.

Requests: Brian Ramsey – Margaret Fuhrman, Brian’s widow, requested that the Ramsey bequest to go to the Social Justice Endowment. Claus Makowka so moved. Martin Schmidt seconded. Motion carried unanimously. Rick Wells – Martin Schmidt proposed that this bequest go to the Music Endowment. Sam Hens-Greco seconded. Motion carried unanimously.

### ***February 2020***

Proposals for adding \$4,100 (from the 2019 surplus) to the 2020 budget: Option 1 – Increase paid hours for the communications coordinator, Cicely Moultrie, from 24 to 27.5 hours per week for this fiscal year. Option 2 – Reduce some of the cuts to music and Children and Youth Ministries. Ebe Emmons moved to approve Option 1. Eleanor Mayfield seconded. Motioned carried 8 in favor, one opposed.

### ***March 2020\****

Approval of 3.5% draw from the Endowment: The amount of the draw is based on a rolling 3-year end-of-year average. 2.5 % of the drawn amount goes into the operating budget and 1% to unappropriated small capital projects. Motion by Claus Makowka, Julie Downs seconded. Motion carried unanimously.

4/6/20 email vote: Claus Makowka moved and Martin Schmidt seconded that the church apply for a SBA PPP Loan not to exceed \$65,000 (approx. 250% of average monthly payroll) to allow payroll expenses to be met, due to the loss of rental and donation income during the COVID-19 pandemic. Should the loan not be forgiven, it would be repaid from the operating fund surplus and the Donaldson Fund. Motion carried, 7 in favor (Ebe, Eleanor, Claus, Martin, Scott, Sarah, Julie); 2 opposed (Sam, Lynne).

### ***April 2020\****

The Nominating Committee proposed members for Endowment Committees: Irma Tani (Social Justice), Katy Lev (Ministry for Children and Youth), and Kiki Barley (Music). Motion to accept by Eleanor Mayfield, second by Ebe Emmons. Motion carried unanimously.

Martin Schmidt moved that the church is closed for all gatherings at least through the end of May, to be extended as necessary. Seconded by Scott Smith. Motion carried unanimously.

\* Virtual meeting via Zoom teleconference