Minutes

Board of Trustees: September 21, 2022

First Unitarian Church of Pittsburgh

Board Members Attending: Rob Schwartz, President (2024); Heather Masterson (2023); Kyle Gracey, Treasurer (2023); Amy DeChicchis (2024); Bob Mitchell (2024); Kate Snow, Secretary (2023); Christine Milcarek (2025); Raeann Olander, Vice President (2025); Nicholas Izzo (2025)

Ex Officio Member: Rev. Kate Walker, Minister

Others: Kurt Summersgill, Recording Secretary

Visitors: Sue Oerkvitz

- 1. Call to Order (Rob)
- 2. Opening Words (Kyle). Marianne Williamson. "Abundance."
- 3. Welcoming Guests (Rob)
- 4. Announcements (Raeann)
 - a. The next regularly-scheduled Board meeting will be on Wednesday, October 19, 2022, at 7:00 p.m.
 - b. Opening words for October: Nick
 - c. Committee Reports due in October: Stewardship, Program endowments, VIM

5. Consent Agenda (Rob) (Documents)

- a. August 18, 2022 Board meeting minutes. Motion to approve by Heather. Second by Christine. Approved unanimously.
- b. Minister's Report (document). Remember we are hosting the Pittsburgh Cluster on November 12. The Board needs a call-out for delegates.
- c. LRED Report (document)
- d. Minutes of September Finance Committee meeting. (document).
- e. Committee reports due in September: Stewardship and Safety. (documents) The Stewardship goal is at least \$425,000 and \$430,000. The Safety Committee got their grant.
- f. 2022-23 Board Goals Tracker (document). Rev Kate is unsure who is calling the first meeting of the Strategic Planning Committee. VIM will do this.
- g. Request from Bob for the purchase of air quality monitors. He will discuss with Kyle later, as this is not a consent item.

6. Vote: Ratification of email vote (Rob)

a. Approval of July Board minutes. Motion by Kate. Second by Bob. Motion carried unanimously.

7. Vote: Public Statements language revision in Governance Manual (Kate)

a. This is a Board document. It does not need to go to the congregation for approval. Motion to accept the new wording by Kate. Second by Kyle. Motion carried unanimously.

8. Vote: Revision of COVID policy (Rev. Kate) (document)

a. The most recent changes were in March. She has rewritten the document, which opens things up a lot. All must be masked. The big shift is in decreased

enforcement for vaccine and tracking. Right now seating is limited to 100. The policy is for physical distancing. For the Cluster meeting, if there is to be eating inside, she considers that a "rental" which would allow it. We will consider SongSpace as a rental, and be treated that way, as well. Rob will convey this to Brian Junker. Rob suggested that the new wording for the policy include the covenantal concept of "expectation" rather than "required," as we have not and cannot practically enforce the rules. As a sense of the board, 7 are in favor of "expectation" rather than "require" or "suggest" and support Erica if she wants stricter policies for the RE area.

b. Motion to keep the March, 2022, document as written, with the addition that Erica has the discretion to set more restrictive policies. (#5). Motion to approve by Kyle. Second by Nick. Motion carries unanimously. Additional changes can be presented at the next Board meeting.

9. Advise Board of revisions to pledging process (Heather) (8:03)

a. Kyle had made a presentation to the congregation last Sunday. Pledge units will have a 3.5% increase built into their suggested pledge from 2022, which will be a rollover from 2021. Commitment Sunday is this coming Sunday, and personalized letters will go out afterward. If people accept the increase, they need do nothing. The goal is between \$425,000 and \$430,000. It would be most welcome if Board members want to help making calls.

10. Discuss draft 2023 budget (Kyle) (documents)

- a. All staff and existing programs are preserved, and he has met with staff and committees to make sure their requests are included. The Finance Committee is doing a line by line review of the budget. This fairly similar to last year's. There isn't much room to add programs and services. COLAs are included. It is a "balanced" budget, with drawdowns from some miscellaneous un-used reserves and retained income (profit). Pledging income is about 80% of our income, which is slightly higher than prior years, because of fewer rentals, reduced returns from investments, fewer Giant Eagle cards being purchased, and reduced plate collections from smaller in-person congregations. There will be budget updates every month until it's final. The solar and LED projects should save about \$9,000 in electricity.
- 11. Vote: on holding the Budget Meeting on Sunday, December 4 at 12:30 (Virtual) (Kyle)
 - **a.** Motion by Kyle, seconded by Kate. Motion carried unanimously.
- 12. Discuss 8th Principle process, with an update on small group presentations and the congregational meeting on October 23. (Rev. Kate)
 - **a.** Is the board comfortable moving forward with this? Yes. We may need to work with amendments from the floor.
- 13. Appreciations and Aspirations (All)
- 14. Adjourn (Rob) (9:01)

Respectfully submitted, Kurt Summersgill, Recording Secretary Approved by the Board: October 19, 2022 Kate Snow, Secretary