

Allegheny Unitarian Universalist Church Meeting of the Board of Trustees

The regular meeting of the Board of Trustees was held at Unitarian House with the following Trustees in attendance: Kate Tomlinson, President; Sarah-Wade Smith, Vice President; Donald Zeilman, Clerk; Matt Merriman-Preston, Treasurer; Badger Kopnitsky; and Patrick Burke.

Ex officio: Rev. David McFarland

I Gathering

Kate Tomlinson called the meeting to order at 7:03PM and shared words for the chalice lighting. A quorum was present at the call to order (six of six Trustees). Kate previously distributed the agenda electronically; calls for additions or changes. None are offered.

II Administration

1. Minutes of the January 20 meeting were distributed electronically. Kate calls for additions or changes to the Minutes. None are offered. Minutes stand as submitted.

2. Financial Report: Matt Merriman-Preston. The financial report was distributed electronically.

» In his report, Matt noted: “We have had several requests that honorariums to speakers/musicians be directed instead to specific organizations. In the past, the Treasurer had a policy of not doing this. Should we keep this policy?”

Board consensus is that the policy should remain in place.

» Both revenue and expenditures are lower than expected. Fiscal Year-to-date actual against budget is down over \$3000.

» Distribution of W2 forms is running late. Treasurer may need some additional support.

3. Minister’s Report: Rev. Dave does not have a report this month. Notes that activities are similar to last month’s. He feels that the congregation is doing okay with the ministerial transition, but there are some folks requiring additional counseling.

4. Report of the Clerk: Zeilman notes that membership stands at 68.

5. Denominational Affairs: Kate participated in the last “Small Numbers, Infinite Possibilities” session, and will distribute links. The final installment in the series is an in-person event scheduled for mid-March in North Olmstead, Ohio (half-day program). Several Board members are considering attending.

Reports accepted by assent.

III Business

1. Ministerial Transition

McFarland-Nuttle Membership: Rev. Dave has inquired about the status of membership for the McFarland-Nuttle family during ministerial transition, citing the usual procedure where membership ends for a period of time after the minister separates. Further, the family would like to continue in membership subject to approval by the Board.

- » **Board consensus in favor of the family remaining in membership, and trusts that Rev. Dave will exercise all professional discretion during the transition period and the new ministry.**

Ministerial Search Committee: A Search Committee is being formed that will focus on the next phase of ministry that will begin August/September 2020. Kate Tomlinson, Patrick Burke, and Sue Johnson have agreed to participate. Laura Conkle has been invited.

Contract Ministry: The Board intends to enter a contracted agreement with a minister. The contract minister would be engaged for a two-year period. The congregation was generally in support of the contract ministry option during discussions at the mid-year meeting. Contract ministry is usually a salaried position.

Cost of Ministry: In order to determine the level of ministry (three-quarter, half-time), Board discusses the effects of recent membership changes on the projected pledge revenue. Very conservatively, next year's pledge revenue could drop as much as \$30K, down to the \$42K level (worst-case). At that level, the congregation would be able to support half-time contracted ministry under its commitment to fair compensation. Noted: congregation will continue to utilize the current resources for pulpit supply (professional ministers, guest speaker, lay-led).

Search Committee Charge: Kate will summarize the charge to the Search Committee that will include:

- » Contract ministry starting August/September 2020
- » Contracting for half-time ministry (Clerk: UUA compensation guidelines consider twelve units of service a week as full-time ministry, with a unit consisting of a morning, afternoon, or evening devoted to parish duties. Half-time ministry would be six units of service per week).
- » Continuing the congregation's fair compensation policy per UUA guidelines (broadly, \$32K per year for half-time ministry at Allegheny).
- » Meet with Rev Tines to discuss the ongoing relationship and its future.

IV Adjournment

Zeilman moves to adjourn the meeting. **Motion carries.**

Kate Tomlinson adjourns the meeting and the chalice is extinguished.

Next meeting: March 16, 7:00pm at Unitarian House.

Respectfully submitted,

Donald G. Zeilman, Clerk 2019–20