

## Board Minutes 9/24/2024

Opened 7:00 in garden

Discussed plans for the Memorial Garden

Opening words read by Joanne Hartough in Fellowship Hall

Attendance taken by Wes Kalbus at 7:15pm

Present: Julia McGhee, President. Krista Schneider, Vice President. Geoff Slawson, Treasurer. Wes Kalbus, Secretary. Timothy Barger, Minister. Phil Zepp, Member. Ginny Washing, Member, Joanne Hartough, Member.

**Action Item:** Approval of minutes of last meeting (August 2024)

Geoff moves, Phil seconds

Passes Unanimously

### **New Business**

Floor yielded to guest Anastasia to discuss **resolution** to adopt new retirement plan as set forth by the UUA, which does not change the current budget

**Action Item:** Motion to adopt amended UUA retirement resolution

Phil moves, Geoff seconds

Passes Unanimously

Next guest speakers Sandra Sills and Marna Slawson brought forth **proposal** for donation incentive: Naming a room in the Chapel.

- 30k names a room: family, nicknames and corporate names are not allowed
- UU historical/inspirational figures are allowed
- Naming lasts as long as UU is still in this building
- Nursery, two classrooms & kitchen are available
- In the case of several donations, highest donations get naming priority

**Motion:** To vote on this at the next meeting

Geoff moves, Krista seconds

Passes Unanimously

Sandra and Marna also reported on the **Capital Campaign** and its payout timeline, and it is up to the board to decide which projects to use the funds on.

- Prioritized finishing bathroom work with current funds
- Buildings and grounds ready to go, but needs some direction
- Looking for someone to help with design work
- 2025: 30k into operating reserves, removing pews, new chairs, recarpeting, ramp, and other possible amenities. Would require meeting in Fellowship Hall during the interim and getting this done before winter 2025 would be a good idea, when we will really need access to the Sanctuary.
- In 2026, would want to improve kitchen and small restrooms + put 30k into operating reserve.
- Spring 2027: Put another 30k in operating reserve, fix as much of parking lot as possible with remaining funds.
- Also idea to spread out parking lot work between 2016 and 2017 to help disburse cost
- Mini campaign for sponsored chairs to help raise more in 2025

Grant comes from Federal Government emergency management by way of Ohio emergency management agency

Julia expressed displeasure with the idea of removing pews

- Tim says he wants to have more meetings where work to the sanctuary is more seriously discussed
- Sandra suggested that removing pews would reduce costs overall because instead of redoing the stage, the open floor from removing pews would allow for the same functionality while not incurring the costs of renovating the chancel.

Sandra and Marna concluded their business.

Anastasia brought up Memorial Garden, highlighting that much work still needs to be done, and selling memorial bricks as a **fundraiser**. The church needs to find a way to fund the work that must be done as volunteers were not enough to cover it all. Anastasia suggested using Memorial Funds to pay for this work.

- Krista said that buildings and grounds committee should seek information about this and bring a proposal to the board
  - The rest agreed, though no motion was made. Added to Future Items.

## Treasurer's Report

Geoff gave Treasurer's Report, highlighting the aforementioned Memorial Fund, which contains about 40k. This month, our income to expenses was \$9,000 ahead of schedule. Discussed how we used 30k from Capital Campaign to have new furnace put in. This work was finished on Monday, 9/23. The church had a recent CD that paid out for \$26,000, suggested investing in another set as this was a good payout. Jesse Underhill and Jeffrey Maxie are at work on the website. Mentioned that we changed insurance companies; cyber insurance is paid once a year now. SEE TREASURER'S REPORT FOR FULL DETAILS, including PROFIT AND LOSS STATEMENT, and BALANCE SHEET.

**Movement:** To reinvest 13k of the CD payout into more CDs and keep the rest into the operating budget

Krista moves, Ginny seconds

Passes Unanimously

**Movement:** To approve Treasurer's Report Phil moves to approve treasurer's report and Krista seconded

Phil moves, Krista seconds

Passes Unanimously

Tim asked if Geoff could have conversation with Nick Conrad to analyze to track the performance of our solar panels

Geoff went over Robert's Rules of Order, which consisted of a pamphlet and video discussing the three most common motions:

- The main motion
- Amendment
- Amend the amendments

## Minister's Report

Tim gave Minister's Report, touching on a few important things: We lost two members, Phyllis Ferguson and John Makay recently; Jesse Underhill's work has been impressive and he will be offered employment at the end of probationary period; Tim has been happy with Jeffrey's work in the administrative office, and recommended creating position for Jeffrey 3 hours a week in which he would be office supervisor and to coach Jesse as needed as he transitions to full-time employment. SEE MINISTER'S REPORT FOR FULL DETAILS.

Krista raised the point that there are no official details of this job offer

**Movement:** To consider this proposal to Jeffrey, to be approved when description is brought to the board.

Geoff moves, Krista seconds

Passes Unanimously

### President's Report

Julia succinctly and accurately summarized the important aspects of the President's report, touching on the board training session, the liaison report/board member assignments, potluck September 29<sup>th</sup> at 12:30/brainstorming session. SEE PRESIDENT'S REPORT FOR FULL DETAILS.

- Geoff brought up that there should be a public list of the 6 or so committees that Tim is heading, this could generate more public attention.

**Motion:** To officially endorse Issue 1 on November ballot, encourage members to vote upon it and put up sign in the back church yard.

Krista moves, Geoff seconds

Passes Unanimously

**Motion to Amend:** To also put sign out in front church yard – Krista says she can supply one for about \$50 and Krista accepts the amendment as friendly and thus a vote did not need to be taken.

- Tim asked Krista how the issue relates to UU, Krista said that one of UU's principles is democracy and Issue 1 would help uphold democratic processes in the legal system. Tim agreed.

### Future Items

- Finalize Room Naming Donation Incentive Policies
- More serious meetings about usage of Capital Campaign Funds
- Continue to discuss ways to fund Memorial Garden work
- Geoff volunteered to research law about something being legally a cemetery and un-buildable, which is relevant for Memorial Garden work.
- Tim creating proposal for job offer to Jeffrey Maxie to add 3 hours a week as Office Administrator

Joanne Hartough gave closing words - There are Miles Behind You, by Andrew Pakula:

There are miles behind you  
And many more ahead.  
As you journey on toward wholeness  
May all that is good and true guide your way  
May the joy of love lighten every step  
And the miracle that is life be ever in your sight.

Meeting adjourned at 8:40, no official movement was taken to adjourn.

## Minister's Report

Rev. Dr. TK Barger

September 2024

We have begun another “church year,” the time between the Sunday after Labor Day near the beginning of September and the Sunday of the Unitarian Universalist General Assembly at the end of June. I have “branded” this church year as a year of renewal, and I am hoping that attendance in Sunday services will increase. For the first three weeks, though we don’t have the attendance numbers recorded (as we should), but it seems like we didn’t get an instant surge of Sunday folks. This past Sunday, which also had our committee fair after the service, had only about 35 in attendance, including staff. I had raised the printing count for the order of service from 50 to 70 for the fall, but I’ll scale that back. Now, this hasn’t really been a “spiritual” month in terms of sermon topics—“Renewal,” “Values and Inspirations,” and “Committees, Groups, and Teams” the past three Sundays with Commissioned Lay Minister David Strickler giving us “Renewing Our (Understanding of) Polity.” With those, though, we’ll have been set up for the current state of our congregation and Unitarian Universalism, I think, and we can move in other ways. On October 6 I’ll speak on “Happiness Pursued” at the time voting opens for the US election, then I’ll get kind of personal with “Vision” based on my cataract care but attempting to expand to “religious” vision, and “Samhain Spirit” based on Halloween 10 days before Halloween.

For the minister’s report, I note that two members died near the beginning of the month, Phyllis Ferguson and John Makay. We will host the service for Phyllis on November 3 at 1:30 pm and have a reception after.

I am in the midst of preparing a packet to go to all board members based on our day of board training, so I’ll have links and a couple of other references. I’ll finish soon.

As you might remember, I am engaged in some Unitarian Universalist Association training in transitional ministry over the course of this year, helping in my approach of this being a time of

renewal for me in this congregation as well as of the membership. As part of that training, I will be in Montgomery, Alabama, from October 14-18 for in-person sessions.

One office note: Our temporary office manager, Jesse Underhill, will reach the end of the 90-day tryout period at the end of the month. Staff is pleased with his work. I think there will still be other aspects to pop up that he might need familiarization with after this three-month period, and while I could try to figure out some things when those arise, I have one other recommendation which I ask the board to approve after I've completed giving the minister's report. At the end of this month, Jeffrey Maxie's time as trainer of the office manager will also end. My recommendation: We offer Jeffrey an ongoing position, for three hours per week, as office supervisor. He is more knowledgeable about the tasks, based on his past church and retail experience, than I am, and I think that with this being Jesse's first "lead" job, ongoing time with Jeffrey to help would be beneficial. Note that our previous music director, Mickey Emch, for a time had an additional three hours per week to serve as social media coordinator, so there are both enough hours remaining in the part-time limit of 750 hours per year, and there is some work tradition about combined duties, that this would not be a new thing.

Respectfully submitted,

Rev. Tim

## President's Report

First Unitarian Church of Toledo

President's Report-September 2024

By Julia Field McGhee

**Personal Thoughts about Life on the First Unitarian Church Board of Trustees:** Yours truly is still on the Learning Curve and dealing with Asks which challenge me a lot. Like getting my material together to make it part of "a packet" that will be a simple way of getting the Agenda and Reports to the Board for Meeting Night. So thanks, Geoff! Since My Computer Guru and I are into the old old time of our lives, we find our computer sessions challenging and occasionally impossible. Like tonight. So I want to meet the challenge, with help from My Best Friend, to get the Agenda and my President's Report via Geoff's suggestion to Jesse Underhill. Right now just waiting for some last

minute news for the Agenda. Until I get that I will, as last month, turn to listing some old and new church or board business not necessarily in any particular order:

**Board Training, Saturday, August 31, 9-5, in the Sanctuary:** It happened in Fellowship Hall. Thanks to Reverend Tim's constant attendance on our Saturday attention with carefully selected videos, so much information made its way into my brain. And yes, we did bring our bag lunches. This was truly a great opportunity to build our First Unitarian Board Community.

**Committee Liaison Reports- Board Member Assignments:** I made updating this list a priority of mine. You will find its newest version in the September Agenda still under Old Business. I do understand it better enough now to add some committees, group, and teams...I love the team concept.

**Membership "Brainstorming Session", Sunday, September 29, 12:30 pm at church: Members of the Board, please give this session your support.** This is also Pot Luck Sunday.

**Fry Heating and Cooling System, was successfully installed on August 26 above sanctuary through window in upper vestibule. HURRAH!**

**COMMITTEE FAIR made its debut on Sunday, September 22 in Fellowship Hall.** Well done. I look forward to Tim's Minister's Report to hear what he thinks of attendance ETC. Truth to tell, I think the membership must grow in order to fill the volunteer needs of the church.

**Kitchen Krew and Carla were made happy this month for the new electrical outlet to accommodate the church's food warmer.** Oh, what a treasure Carla and her Krew Are.

**Great job, Wes, on the August minutes.**

**September 30 at 7:30 p.m. brings the UUA/Central East Region to First Unitarian to help the church address congregational and leadership conflict.** Elaine Strawn of the Central East Region will be the facilitator along with Terry Acocks, chair of the Committee on Shared Ministry.