

UUCSC Board of Directors Meeting
April 19, 2022
via Zoom

Present: President Elizabeth Donovan, VP Elise Bender, Treasurer Mary Alice Kimball, Clerk Mary Fulton, Directors Charlie Donnelly, Trish Hindley and Bill Rodriguez

Absent: Rev. Denis Paul

Call to Order: 6:15 PM by Elizabeth Donovan

Reading of Covenant: by Elizabeth Donovan

Invocation: by Elizabeth Donovan

Check in

MOTION: Elizabeth moves to ratify the March Board minutes that were approved via email. PASSED unanimously.

Staff Reports: Attached at the end of the minutes. Note that former DRE Pam Santos has joined the RE committee. Pastoral care has been a large part of Rev. Denis Paul's ministry this past month.

Treasurer's report: Printed copy on file with the clerk. The Board held a good preliminary budget planning session. It was determined that it will not be possible to pay the full fair share of approximately \$15,000 as requested by the UUA. The COLA increase recommended by the UUA of 5.3% is higher than the Finance committee has projected. Salaries and increasing energy costs are major factors in budget planning for 2022-23. Once again a deficit budget is likely, although in the past few years unexpected generosity has eliminated the need to cover operating costs from savings.

Committee updates: Auction - Trish Hindley - Offers have been made for 16 of the 20 anticipated events. The auction should go online June 1st. A session will be held after a Sunday service to help those who desire assistance in navigating the technology to make bids.

Stewardship - Mary Fulton - The campaign is completed with \$175,178 pledged by 84 respondents.

Facilities - Elizabeth Donovan - Sally Barney has had to step back even more due to family responsibilities. Jean Burke is planning other options to cover the work that needs to be done. Elise Bender is scheduling people to open and close the building on Sundays.

OLD BUSINESS: Covid policies update - Changes will be very small until the fall because of the BA2 Omicron variant. Elizabeth and Elise will work together to revise the policies for outside group use. Revisions will be sent to Board members to review and vote on.

NEW BUSINESS:

Preparation for the June 12th Annual meeting: If we are to allow for absentee voting a process must be devised by the May meeting. Elizabeth will query Karen Ellsworth as to the legality of absentee voting as per the bylaws. There will be two openings on the Board: Vice president and 1 director. Liaisons need to contact committee chairs to remind them that annual reports should be submitted to the office administrator no later than May 15.

The Board policy handbook will be reviewed by Elizabeth, Elise and Charlie with particular attention paid to rearranging and indexing it for greater ease of use. The office administrator is the official keeper of the policy handbook.

Signage: Board members are urged to look at other religious signs around the area so we can gather ideas for how to make UUCSC more visible in the community.

Fees: It is time to consider getting our rental fees in line with other venues. A review of building use policies should coincide with the policy handbook review.

Coordinating Council Wednesday May 11, 4-6
Next Board meeting in person May 18, 4-6

Adjourned 7:55.

Respectfully submitted,

Mary Fulton, Clerk

**Minister's Report to the Board of Trustees
UU Congregation of South County
Rev. Denis Letourneau Paul**

April 15, 2022

Dear Members of the Board of Trustees,

If I only had two words to describe the month since our last meeting they would be "pastoral care." We've had another death in the congregation, I've been working on three memorial services, officiated at a memorial for a UU member of another congregation, and I've had as many as three pastoral care visits in a day. It's such an honor to get to accompany families and individuals through challenging times in their lives.

I'm also looking forward to having a study week at the end of the month, the week right after furlough. It will give me a chance to catch up on reading, complete some tasks that have been looming, plan worship through the end of the congregational year, and think about next steps for projects I've been working on.

Following are some of the other things I worked on.

April Worship

4/3 "Call Me A Fool"

4/10 "Good In Our Midst," with Joan Youngken

4/15 Tenebrae service, with 11 readers from the congregation

4/17 "The Eggs of Easter," with Lee Cowan

Lee and I have been so consistent in decorating the sanctuary for services when children are present that just installed a very discreet rigging system on the front wall of the sanctuary, behind the choir, using four existing bolts in the wall. The rigging, made of O-rings and twine, will save time and allow us to hang things on the wall without having to use a very long ladder and risk marking up the walls.

We continue to offer two services most Sundays, and I've heard a lot of gratitude for the new policy allowing the active speaker to be mask free while the rest of the congregation remains masked. As the AB-2 variant of Covid is building steam in the Northeast, it's a relief to know that the board's policy was so prudent.

Meetings and events within UUCSC since our last meeting

- Weekly supervision with Lee and Sara
- Monthly meeting with board chair Elizabeth Donovan
- Monthly Board meeting, plus a special budget review meeting
- Worship committee meeting, plus planning meetings with my partners in leading services
- Three Beverages and Banter gatherings (2 by Zoom, 1 in person)
- Regular monthly meetings of the following committees: committee on ministry; pastoral care; finance, right relations
- Monthly meeting with Social Justice Committee chair

I've also had another meeting with Mary Alice Kimball and Aline couture from finance to hopefully finalize all the paperwork required for the UUA benefits plans. It's been frustrating. It looks like the health care plan is finally resolved, but despite the fact that UUCSC has been sending in contributions to my UUA retirement plan, for both of our shares, nothing is showing up in my statements as having been contributed since my last job. I am so grateful to both Aline and Mary Alice for their diligence, and know we'll get all of this resolved.

Meetings and events outside of UUCSC (Outreach)

- Each week, posting teasers for upcoming services on Facebook
- Each week posting the sermon on Facebook as text
- Officiated at the memorial of a UU from Maryland who's remains have been interred here in South County
- Attended a UUA-sponsored workshop, "Performing Multi-Platform Worship." Unfortunately it was geared toward congregations already doing hybrid services, and the take-away for me (and I think Elizabeth Donovan, who also attended) was that effective and engaging hybrid services require a lot of specialized equipment and technical staffing. One minister who has been successful spoke of not having a Sunday off in 18 months.

One-to-One conversations: 48 as of 4/15/22

My goal had been to average three conversations per week, and I am meeting that.

Next Furlough Week: April 18 through April 25

Next Study Week: April 26 through May 2. I will be available, but working from home and not attending meetings other than the Pastoral Care Committee and Board of Directors meetings.

In Peace,

Rev Denis Letourneau Paul

Office Administrator Board Report, April, 2022

Problems with the scanner/printer continue and the response from Innovex has been disappointing. I figured out a workaround to scan and send documents for the time being, but at one point I couldn't print from the computer. Bart Martin from 5 Star Personal Computing Services came last week and got us printing again. He also took a look at the 4 laptops that were lying around the office and determined that one can be used to use the keyless entry system. As of this writing we are waiting for a replacement battery, which has been ordered, before taking the laptop to The Lock Shop to have the program reinstalled. Once that has been done, we can start issuing key codes again.

The first outside group rental of the sanctuary in quite a while took place March 26th, and by all accounts went well. I now know who to contact when there are upcoming events regarding making sure the facility is clean, that there is someone from the congregation here to open the building, etc.

Although there were no issues with this group, there are some items in the Facility Use Policy that should be revisited as we open up.

The updated membership list was provided to UUA prior to the March 29th deadline.

My annual self-evaluation was completed, submitted, and accepted by Rev. Denis before the Personnel Committee Retreat earlier this month

I continue to take on more responsibility for the newsletter and website, including setting up the Constant Contact reminders for Rev. Denis' Beverages & Banter sessions.

I have signed up for a Congregational Admin Zoom gathering hosted by the New England Region UUA in May. I hope to hear some ideas that will help me complete my work here more effectively.

Best,

Sara Kaplow

Office Administrator

April 2022

FA Report to the Board

Dear Board members,

In April I have continued maintaining the financial records and paying vendors in a timely manner. Since everyone is preparing their budget information for next year, I have provided some requested information pertaining to the current year budget and next year's budget in order to help develop

accurate estimates for next year. Mary Alice has continued to handle the majority of the budget activities this year.

I did miss some work time at the end of March and beginning of April. I did make that time up and caught up on my duties when I returned.

Regards,
Sue

April, 2022
DRE Board Report

Dear Board,

I love this job.

We had a fabulous Easter service and I'm looking forward to a May Day and Mother's Day multi-gen. We are also planning for a child dedication during the Mother's Day service and a 9 yr old affirmation as part of the Flower Communion service. I love planning and being part of our time together as a whole congregation.

We had a multi-gen hike this month, but only one person showed up! We had a lovely walk together, nonetheless. I'd like to have another in May and June and see if folks can make them. We also scheduled the all UU beach clean up for April 30th at 2pm at Scarborough Beach.

I'm taking a Renaissance Module through the UUA as part of professional development. The topic is UU Identity and thinking about how to help foster a strong and life-long UU identity.

During our time outside/downstairs we have been continuing to talk about the UU Principles and also getting ready for multi-gens, like making paper mache eggs. I read the Soul Matters curriculum every month and put together an RE Newsletter with offerings from that curriculum. I use some of the ideas from it during RE when I can. For instance, we made homemade scales to talk about balance and weighing decisions carefully.

The RE Committee welcomed a new member this month: Pam Santos! So now we have two former DREs on the committee, plus two members who have been around a long time. So we have lots of talent, experience and enthusiasm. Pam is excited to help offer things specifically for our middle school kids.

I plan to do some gardening in our little raised bed next Sunday with the families and restring our new prayer flags (their string keeps breaking) to put them up for May Day.

Thank you for all you do!

Lee