

**Unitarian Universalist Church at Washington Crossing
Board of Trustees**

268 Washington Crossing-Pennington Road
Titusville, NJ 08560



**Meeting Minutes
Wednesday, April 10, 2019**

Marianne Alt, president, called the Board of Trustees meeting to order at 7:00 PM. Also in attendance: Vice President, Nathalie Edmond (Opening Words); Treasurer, Lynne Quinto; Secretary, Ed Dobrowolski; Trustees: John Ueng-McHale, Dianne Ross (Process Observer), Nina Todor (Timekeeper); Minister, Rev. Kim Wildszewski.

Absent: Trustees: Patrick Kahney; Colin Unsworth,

Also attending: Finance Committee Chair, Joe Schenk.

Presentation of the Draft Budget

Joe Schenk presented a draft of the budget that included a half-time Assistant Minister and a Full-time Church Administrator. It projected a deficit of could be as much as \$43,000.

The Finance Committee recommended that we borrow no more than \$30,000 from reserves to cover a deficit. The conclusion of the Finance Committee was that we could not hire a full-time Assistant Minister and also move the Church Administrator to full-time this year.

Joe also pointed out that hiring a part-time Assistant Minister means that we would not receive the Chalice Lighters Grant or potentially the \$10,000 in matching funds that was pledged in the Stewardship Campaign.

The Board was disappointed in this determination and sought ways to fulfill the goal of hiring an Assistant Minister (even at half-time) and making the Church Administrator full-time.

These are the questions and highlights of the conversation:

What would the ramifications be if we didn't hire an Assistant Minister?

We would have to rethink what Church looks like.

Shift expectations away from the Minister and onto volunteers.

The Congregation will be disappointed.

What are the ramifications of having a half-time Assistant Minister?

The Assistant Minister's portfolio would be reduced by half to include just two of the four items originally planned: Membership and Leadership Development.

The Assistant Minister may not be ordained.

Could we start the Assistant Minister Position or the full-time Church Administrator later in the year such as January 1?

While this would save some monies, it would still require us to borrow from our reserves.

The Finance Committee presented scenarios that projected the costs into the future. It was pointed out that the hiring of an Assistant Minister was always considered a Pilot. We could decide that we are unable continue with the expense after two years.

The Assistant Minister could build the systems and infrastructure that would enable us to function well after the two years.

A concern was raised that we didn't "advertise" that we would be moving the Church Administrator to full-time. We concentrated on the Assistant Minister position. Rev. Kim said that she would address the issue since, it wasn't mentioned in her sermon.

Comparisons were made to the "leap of faith" the congregation made when we hired a full time LDRE. At that time we were in a much less positive financial situation and still made the "leap."

We have the reserve funds that enable us to "invest in ourselves."
This will be an aspirational budget.

The Board also discussed the best way to present the proposal to the Congregation and get buy-in.

The Board passed the following motion:

The Board Approves the Budget presented by the Finance Committee that includes a half-time Assistant Minister and full-time Church Administrator understanding that it will be a deficit budget and that the needed funds will be taken from our reserves if necessary.

Marianne made the motion, it was seconded and passed unanimously.

Rev. Kim was asked to proceed with recruitment for the position with the proviso that the position had to be approved by the Congregation on June 2.

Bylaws

The Bylaws Task Force shared the latest Draft of the Bylaws with the Board. It contained the changes that were recommended by the Board as well as church members.

The Board Passed the Following Motion:

The Board approves the Bylaws as presented allowing for grammatical and punctuation changes.

Marianne made the motion, it was seconded and passed unanimously.

The Bylaws Taskforce will hold an additional Listening Circle on April 29 and submit any changes to the Board for email vote if necessary. The Bylaw changes must be sent to the Congregation by May 2 to comply with the Bylaws.

Annual Meeting

There was a short discussion about planning for the Annual Meeting.

Housekeeping

- Nathalie agreed to write an article about the budget for May *CrossCurrents*.
- Executive Team: April 22
- Bylaw Change Mailing: May 2
- Board Chat: May 5
- Board Meeting: May 8
- Budget Meeting: May 19 after service (there will only be one service) (Board attendance requested by the Finance Committee.)
- Annual Meeting: June 2

Respectfully Submitted,

Ed Dobrowolski

Secretary, Board of Trustees