



February 13, 2020

Tapestry Board of Trustees Meeting Minutes

Attendees: Julia Rampone, Rev. Kent Doss, Connie Pursell, Christine Krueger, Janet Lusk, Dave Weber, Jon Eckhardt, Paul Bonfanti, Jim Bucklin

Guests: none

Absent: none

The Board Meeting was called to order at 7:01 pm by Julia Rampone. Julia provided opening words about changing the world. This was followed by check-in.

Agenda and Approval of Minutes

- Minutes of the January meeting were approved with the correction of one typo related to the Treasurer's report (first page). M/S/P

These additional agenda items were added:

- Fingerprint Livescan
- UU the Vote
- 1099 vs. W-2, AB5 requirements
- 2020 census

Business Themes:

Finance:

Employee Sick Leave

We are required to offer 24 hours sick leave per year. The employee must use it or lose at the end of the year. An offer of paid time off can supersede this.

AB5 Issues

Guest speakers and guest musicians are not considered employees. Paul offered to show Sarah Gibb Millsbaugh's letter to his HR contact and see what feedback he gets.

Dave Weber and Paul Bonfanti will talk further off line and discuss the details of California law requirements. They will also research unemployment eligibility.

Pledge Campaign – Paul Bonfanti

The campaign will begin the first Sunday in March and end with Celebration Sunday on March 29. The theme will be "20/20 Vision" with an eye chart as a visual, using the TAPESTRY name in the chart letters. We discussed good choices for members to speak at services about "what Tapestry means to me and why I support it." Several names were suggested: Celebration Sunday will include a raffle for a gift card.

UUA Dues

UUA dues have increased. Julia gave the information to Paul Bonfanti.

Check Signatures

Regarding follow-up on two signatures on some checks – there is no easy way to implement this, so we won't do it.

Minister: Reverend Kent Doss **RECY Director:** Rob Nicholas

Minister Emeritus: Reverend Robert Jordan Ross **Music Director:** Melissa Sky-Eagle

President: Julia Rampone **VP Finance:** Paul Bonfanti **VP Operations:** Christine Krueger

Treasurer: Dave Weber **Secretary:** Connie Pursell **Trustees:** Jon Eckhardt, Jim Bucklin, Janet Lusk

VP Finance Report

See Paul's report previously sent by email, as **Attachment A1**.

Treasurer's Report:

Dave's report was previously sent by email. Refer to **Attachment A2**. These additional comments were made:

- There has been some decline in pledge income since the first of the year
- \$9,000 behind on rental income year to date
- We discussed credit card fees and bank charges for ACH

Reverend Kent

See his report, **Attachment C**, previously sent by email. He also reported that the Comprehensive Planning Committee will have a retreat on 2/22. They will not complete the 5-year plan until sometime in the fall.

We have a potential renter – 12 people to do Bible study on Sunday nights. The Tonight show with Jesus Christ may return on Wednesdays. They have to pay back rent first.

Kent asked for a copy of the old child safety policy for review by him and Rob Nicholas. He will review the policy for two adults to be with children at all times. Connie will email it to him.

VP Operations

See Christine's report, **Attachment B** - items also discussed:

- She will check with Barbara Bradley about doing a volunteer recognition event.
- She will contact the copier rep regarding Tapestry's photocopier lease and will investigate possible savings.

Building/Facility Issues - these items were discussed:

- The pros and cons of installing windows in the RECY room doors.
- Do we want to invite the police to come and do an audit? Do we really need it?
- The Birtcher Owner's Association management company contact, Robert Tapper, has moved. Alan Orue is our new contact.
- The marijuana shop legal fees increased from \$23,000 to \$35,000; they will pay the legal fees and the Birtcher owners will not be liable.
- We've asked for lights in our parking area, but no response has yet been received.
- We would like a map of the location of security cameras.
- We are supposed to have a painted curb area designating two spaces for our use only.

VP Operations Report

Refer to Christine's prior report via email, **Attachment B**.

DRE Report – see **Attachment D** – report sent by Rob Nicholas prior to the meeting.

Minister's Report – Rev. Kent reported the following:

See Rev. Kent's report, previously sent via email, **Attachment C**.

Newsletter – Splinters from the Board

Christine Krueger is responsible for the March newsletter.

New Committees

We have two new committees:

- Welcoming Congregation
- Welcoming Neighbors Home

We voted to approve these two new committees without any changes to the bylaws. M/S/P

Fingerprint Livescan

This is a service that provides background checks & fingerprinting services. We discussed the need for this. Kent thinks we should do it for the DRE and all agreed. We will start the paperwork to get this service. Kent will incorporate this in the revised Child Safety Policy.

UU the Vote

UU the Vote is a non-partisan faith initiative to engage our neighbors, educate our communities, mobilize voters, and rally around key ballot initiatives. The UUA is asking UU congregations to donate to a State Action Fund. Julia will forward the information to Paul and Dave and they will discuss further off line.

2020 Census Day

Paul reported that census day is April 1. There is concern about an accurate count. Counting will be done via internet. There are centers around the county to provide assistance. We agreed that it would be OK to do something here at Tapestry related to the census, to help those without computers or who are not very computer-savvy. Census postcards should be mailed around the first part of March.

Safety Policy

We had previously discussed the flag pole/circle intersection (near the Aspan entrance) as a gathering spot in the event of an emergency where we have to leave the building. We discussed further and it appears that not everyone knows where that is and it is a long walk for mobility impaired individuals. We decided the far corner of the parking lot near the bowling alley is the preferred gathering spot.

Thank You Notes

Send acknowledgements and thanks to:

Bill Medina and Richard Boote for installing the dishwasher.

Next Board Meeting

March 12, 2020 at Tapestry

Closing words were read by Julia.

Meeting adjourned at 8:40 p.m. M/S/P

Minutes taken and transcribed by Connie Pursell, Secretary.

Attachments:

Definitions

Action Log

Attachment A1 – VP Finance Report (Paul Bonfanti)

Attachment A2 – Treasurer's Report (Dave Weber)

Attachment B – VP Operations Report (Christine Krueger), plus notes from Coordinating Council Meeting

Attachment C – Minister's Report (Rev. Kent Doss)

Attachment D – RECY Report (Rob Nicholas)

Definitions

Term	Definition
ACH	Automated clearing house - an electronic network for financial transactions
DRE	Director Religious Education
MSP or M/S/P	Moved, seconded, passed
OWL	Our Whole Lives, age appropriate sex education for children and youth
PTO	Personal Time Off
RECY	Religious Education for Children and Youth
SOP	Standard Operating Procedure

Action Log

Date Proposed	Topic	Discussion/Action	Responsible Person	Status
6/13/19	Building/Facility Use Policy	Should include our no smoking policy.	Connie	<p>This is in the sample Facilities Use Agreement drafted by Jon Eckhardt.</p> <p>Connie added the "no smoking" wording to the Building Rental Policy.</p> <p>Connie did not find a policy called "Building & Maintenance; she will follow up w. Julia to see if one needs to be written.</p>
1/9/20	Thank Yous	To the Wainrights for NY Eve party.	Connie	

2/13/20	Thank Yous	To Bill Medina and Richard Boote for installing the dishwasher	Connie	
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**VP Finance Report – February, 2020
by Paul Bonfanti**

Well, we kind of knew that January would be coming, though I think we were hoping it wouldn't be quite this bad. All things considered, we're still in decent shape though and we were due for a slower month. Pledge revenue is at 67% of budget, ahead of the 63% we'd expect right now. Based on the first two Sundays, we should be about where we need to be in pledge revenue in February as well. We will likely have a couple catch up contributions coming very soon. The Ways and Means event on Saturday will help some, though the Service Auction in April will be even better.

Unfortunately, as Dave noted, rental income continues to lag. Other Fundraising is also lagging.

All together though, as the end of the year gets closer, I'm cautiously optimistic that we'll come close to breaking even this year.

And of course, now it's time to think about next year, which is what I'd like to spend some time thinking about at Thursday's meeting. Celebration Sunday is March 29, which means we'll kick off the pledge campaign on March 1st. I'll open the comments on March 1st and welcome any ideas for speakers for what Tapestry means to them for the remaining days. I'd like to make sure we have at least one youth, one newer member, and one long-term member.

In terms of theme, here are some ideas for us to think about:

- Our Next Step
- Amplify
- The Time is Now
- 20/20 Vision

Treasurer's Summary Report, February 2020
David Weber

Income:

January pledge donations plummeted to just \$13.4K (after December's excellent \$28.3K), and missed budget expectations by \$5.6K. Rental Income was \$1.2K, typical for recent months, but still \$0.8K below our optimistic budget projections. A \$200 Year-End donation made in late December was received in early January through Breeze, bringing the total income for that campaign to \$650. This was however the only contribution listed under "Other Fundraising" this month, which therefore fell short of budget expectations by \$0.6K. Ways and Means Fundraising was absent during January, falling \$0.6K short of its budget goals. The only bright spot this month was Plate Income, which came in close to budget. Taken altogether, income fell \$7.8K short of budget expectations for the month.

After December's wonderful gift card sales totaling \$6.4K, January sales fell to just \$340. Income is registered only during purchases. For December, it totaled \$270. In January, weak sales meant no purchases were required, so no income was registered for the month.

FOCD received one \$250 contribution in January.

Even with the poor showing in January, pledge income remains \$11.7K over budget for the fiscal year to date. For the most part, this excess reflects early payments rather than increased donations and thus we can expect more shortfalls in pledges vs. budget over the next few months. Amazon Smile, Gift cards, and other miscellaneous income taken together are doing okay, just \$0.4K short of budget YTD. While the Service Auction was immensely successful, exceeding budget expectations by \$2.4K, other Ways and Means Fundraising is now about \$0.9K below budget for the year so far. The two areas that remain the major drags on income YTD are Rentals, with an income \$8.9K below budget projections, and "Other Fundraising", a catch-all we created to balance the budget, which is \$4.3K short of budget expectations. Because of November and December's excellent gift card sales, Scrip income remains close to budget for the year despite its poor January showing. Taken altogether, income exceeds budget YTD by \$2.2K, about 1.3%.

FOCD income YTD is about \$0.9K. Capital donations, of which there were none this month, total \$1.2K for the year.

Expenditures:

Staff expenses were for the most part close to budget except in two critical areas.

First of all, there were no Health Insurance or Professional expenses during January, so these expenses fell \$1.2K below budget. Both of these are below budget YTD so we should expect increased expenditures for them in the coming months. Second, we paid Katelynn her accrued PTO in January, which had been building up for years and totaled \$3.5K. Altogether, January employee expenses were therefore \$2.3K in excess of budget expectations. This was somewhat offset by Committee expenses, which came in \$500 below projections. FOCD expenditures for the month were \$570.

Year to date, employee expenses are \$1.3K over budget. A shortfall of Insurance and Professional expenses is offset by the excess in DRE expenses resulting from excess hours worked by Katelynn in her last few months, and from her PTO expense. Office expenses have been below budget by about

\$0.4K, but utilities have exceeded budget by \$1.0K, principally due to high electricity costs, which continue into the winter despite no demand for AC. Committees have consistently underspent their budgets, and their shortfall in expenses compared to budget now totals \$1.8K YTD. Taken altogether, expenses have exceeded budget by about \$1.5K, about 1% of the budget to date. FOCD expenses YTD have been about \$3.3K, while Capital expenses have been \$14.4K.

Conclusions and Discussion:

With disappointing income and expenses that exceeded budget expectations, principally because of the large PTO payment, our Operating account suffered a drop of \$9.9K during January to \$21.7K.

FOCD experienced a net loss of \$300. The FOCD bank account balance as of the end of January was \$54.3K. There were no Capital donations or expenditures during January, so Capital Reserves were unchanged at \$52.1K. There was also no activity involving the Operating Reserves, which remained unchanged at \$27.0K.

Tapestry UU Congregation

STATEMENT OF FINANCIAL POSITION

As of January 31, 2020

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1120 Operating Acct (5090)	21,701.14
1130 Scrip Account (5041)	5,826.00
1140 Minister's Discr (5058)	1,400.25
1150 Spirit Grant (5074)	0.00
1170 FOCD Account (4994)	54,307.93
1210 Growth Account (0231)	27,025.34
1220 Capital & Move (2284)	47,444.18
1225 Capital Checking	4,613.97
Total Bank Accounts	\$162,318.81
Other Current Assets	
1320 Scrip on Hand	5,739.00
1330 Deposits with Others	0.00
Total Other Current Assets	\$5,739.00
Total Current Assets	\$168,057.81
Fixed Assets	
2010 Piano	10,995.00
2020 Sound System	22,331.88
2050 Land	760,000.00
2060 Building	759,000.00
2070 Leasehold Imprvmt	724,826.71
Total Fixed Assets	\$2,277,153.59
TOTAL ASSETS	\$2,445,211.40
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
3113 Payroll Tax Payable	-405.83
3116 Retirement Payable	-130.10
3120 PTO Liability	3,527.77
3130 Camp Scholarship	1,246.00
3150 Minister Discretionary	-625.00
3210 Prepaid Pledges	0.00
3220 Prepaid Intern	0.00
3230 Prepaid Grant Funding	0.00
3310 Camp Deposits	974.79
3320 Building Use Deposit	0.00
3330 Misc Pass-Through	-777.00
3340 WRAG Funds	481.00
Total Other Current Liabilities	\$4,291.63
Total Current Liabilities	\$4,291.63
	TOTAL
Long-Term Liabilities	
3420 First Trust Deed	1,174,608.26
3430 Second Trust Deed	94,726.47
Total Long-Term Liabilities	\$1,269,334.73
Total Liabilities	\$1,273,626.36
Equity	
4110 Retained Earnings	1,176,509.09
4120 Unrestr Memorial Gifts	0.00
4140 Cash Reserves	0.00
4210 Capital Fund	0.00
Net Revenue	-4,924.05
Total Equity	\$1,171,585.04
TOTAL LIABILITIES AND EQUITY	\$2,445,211.40

**Tapestry Board Report – VP of Operations
Christine Krueger, February 2020**

- 1) Routine Tasks - I continue to check the Tapestry admin email 3x per week, answer/forward emails, follow up and liaise with others, review the Tapestry website calendar about 1x per month for errors/omissions.
- 2) Coordinating Council – met on Jan 19. Ten people in attendance, several couldn't make it or find a rep so they sent a report. Minutes from the meeting are attached.
 - In early March I will ask committees for their budget proposals (due to me by mid April).
 - I sent a follow-up email to the committee chairs regarding Breeze tutorials (from Eddie Moler): <https://support.breezechms.com/hc/en-us/sections/360000820293-Video-Tutorials>
Search the knowledge base for more info: <https://support.breezechms.com/hc/en-us>
And, finally, the support is super responsive and no question is too small.
- 3) UUA Congregation Certification was submitted to UUA with information on Tapestry's financials, membership and programs. Thank you to Rev. Kent, Julia, Dave, and Amanda for providing input.
- 4) Are we planning to have a Volunteer Recognition? It's typically in spring if we want to set a date.
- 5) What is the status on the RECY safety policy (including exit route map)?

Notes from Coordinating Council – Jan 19, 2020, 12– 1 pm

Meets bi-monthly (odd months) 3rd Sunday, meet in sanctuary

2019-20 Meetings: 9/15/19, 11/17/19, 1/19/20, 3/15/20, 5/17/20

Attendees: Christine Krueger, see attendees listed below

Agenda

1. Purpose - to inform groups of each other's activities and collaborate as needed
2. Circulate budget numbers (below)
3. Chairs should complete the reimbursement form which includes space for in-kind expenses. It's important to know what all expenses are for future budgeting.
4. Each committee has 3-5 mins. to summarize their activities. If chair cannot attend, send rep.

-Members/chair changes

-What is your committee doing to increase the culture of inclusivity at Tapestry?

Action items

1. **Calendar Events:** first check the Breeze calendar (not tapestry website) for availability. Add events (or ask Carol Semelroth): include room(s), start/end time, your name. Review calendar 1x per month for additions/corrections.
2. Committees should meet regularly (in most cases monthly)
3. When sending your report: if there's a lot of info, use an executive summary & append a full report at end
4. Update your committee members in Breeze. Also, you may ask your committee members if they want you to add their photo to help others attach a name and a face.
5. Minutes emailed to chairs after each meeting
6. Publicity form to publicize Tapestry events - <https://tapestryuu.org/publicity-request/> Using this form, your info can be sent to a list of reliable community contacts that may post our events. There is no link to it on the website as we don't want anyone outside the congregation using it. You can attach only a single file (e.g., a photo or a PDF). For more files send multiple requests. But if that's too cumbersome Dave S. can enhance it to allow multiple files.
7. **Budget info below** shown as fiscal year-to-date rather than monthly

Committee Reports

Aesthetics – Linda Yeargin:

Audio Visual- Dave Salahi: Dave Kinnear said they are looking into if they can address the seating where you cannot see the monitors during service.

Board – Julia Rampone: Stewardship drive coming up soon, Celebration Sunday is Mar 29. Julia working on a time-consuming process of obtaining the most advantageous tax exemption for Tapestry. Safety policy is being finalized.

Building and Grounds – Richard Boote: Working on the kitchen hot water heater connected (Bill Medina did the work). Fixed some cracks in the floor (on warranty), addressing roof leaks and a hall light issue.

Caring – Linda Yeargin:

Communications – Jeff Gothard: emailed: I do not have much to report. We are looking for someone to chair this committee. Jeff can help but looking to step down as chair.

Comprehensive Planning- Lynn Cowan: Dave Kinnear said they are working on an audit of the local community needs that will be part of an analysis for the idea of “do we grow?”. This report will address the future development of the congregation.

Committee on Shared Ministry – Rona Henry:
Developed an assessment form for the minister's performance review.

Welcoming Neighbors Home is the new name for those working on homelessness issue. The kick-off meeting for this event is on Feb 20th at 7pm. There is a minister's seminar leading up to that kick-off meeting will feature a book on homelessness. We've also created an accounting line item for expenses related to this topic and to receive directed donations for Tapestry homelessness expenses. Hopefully there will be a budget line in next year's budget for Homelessness - e.g. to receive donations to pay for food supplies for meals, at the Alternative Sleeping Location. We are hoping to recruit enough Tapestry folks to sponsor 1 meal a month there.

Finance – Paul Bonfanti:

Friends of OC Detainees – Peggy Thompson: as the group shifts focus, the name is changing and they continue to visit detainees except Adelanto is much farther so logistics are more difficult. They completed about 50 visits in Dec. Last year they had 1700 visits, and 10,000 since 2012. Greg Cline suggested they might contact a local UU congregation who might be interested in continuing the work.

Green Sanctuary – Carol Semelroth:
Very successful Toys/Gift Collection for Families Forward with \$1460 of Scrip donated.
Sent information encouraging individuals to buy Fair Trade chocolate for Valentine's Day.

Upcoming events:

Feb. 9, Hazardous Waste Collection and February to be designated as Recycling Month

March 29 – Show documentary film – The Condor and the Eagle — about four indigenous leaders who embark on an extraordinary trans-continental adventure from the Boreal forest to the Amazon after the service

April 19th Celebrate Earth Day with theme Climate Action in worship service and on patio following the service.

May 24th program on Chemicals and Toxins after the service at Tapestry

Hospitality – Judy Tracy: looking for donations for fair trade coffee since it's expensive. Rob Nicholas may have a supplier contact for fair trade coffee.

Nominating – Penny Kinnear/Amanda Standish Wainwright: working on filling open spots for the next fiscal year. Discussed the challenges of most board members who stayed on for an additional year but the positions are now up for replacement at the same time.

RECY – Rob Nicholas: Rob is getting to know the families and learn all the duties of the job. He's excited about the possibilities and attendance has been a bit low but steady. OWL class for grades 10-12 will occur in next few months/spring, dates TBD after parent orientation on Sun 1/26.

Ways and Means – Kathy Spahn: Kathy not present but per Sue D upcoming dates for events are:

2/15 -- PUUB Trivia Night,

3/21 -- Spring Equinox Celebration

4/18 – Service Auction

5/1 -- Musical Table at the home of Dana Freeman/Bill Hunker .

Welcoming/Membership – Amanda Standish Wainwright:

NY Eve party had 30 guests! There was a discussion of both paid and free events offered. Considering doing a 'Christmas in June' event, possibly for the Homelessness initiative.

Women's Rights Action Group – Karen Nichols:

2020 Women's March. 31 Tapestry folks brought family/friends to today's march in support of Women!

January Generosity Sunday Recipient – Pacific Reentry Career Services

March 22nd – WRAG is providing the sermon, it's gonna be GREAT!!!

March - Great American Write In – WRAG for the second year will have a table.

Worship – Greg Cline: budget is fine as they look to fill in summer dates while Rev. Kent is on sabbatical. Looking for diversity in the guest speakers.

Rev. Kent: doing a training for Worship Associates, if you have suggestions on this role, email Kent. Encouraging people to sign up for readings during service.

Committees – Budget

Tapestry UU Congregation Budget vs. Actuals: 2019-20 Budget - FY20 P&L July - December, 2019

	Total			% of Budget
	Actual	Budget	over Budget	
7705 Caring Network	0.00	15.00	-15.00	0.00%
7710 Congregational Nurse	338.49	0.00	338.49	
7720 Hospit & Kitchen Sup	269.45	199.98	69.47	134.74%
7725 Leadership Develop	79.35	100.02	-20.67	79.33%
7730 Membership	383.90	249.98	133.92	153.57%
7735 Music - Piano Maint	150.00	124.98	25.02	120.02%
7740 Music - Supplies	472.84	465.00	7.84	101.69%
7750 RE - Children	807.29	549.98	257.31	146.79%
7755 Stewardship	0.00	199.98	-199.98	0.00%
7760 Ways & Means	0.00	750.00	-750.00	0.00%
7763 Communications	0.00	50.02	-50.02	0.00%
7765 Worship - Guest Music	100.00	400.02	-300.02	25.00%
7770 Worship - Matls/Other	336.00	249.98	86.02	134.41%
7775 Worship - Speakers	350.00	950.02	-600.02	36.84%
7810 Green Sanctuary	12.31	174.98	-162.67	7.04%
7815 Coordinating Council	0.00	90.00	-90.00	0.00%
7820 Social Justice	0.00	150.00	-150.00	0.00%
7825 Women's Action Group	0.00	150.00	-150.00	0.00%

Tapestry, Minister's Board Report, February 2020 by Rev. Kent Doss

The Past Month

Laura Jackson has been teaching gentle yoga classes. Participants are encouraged to make a donation to Tapestry. I am glad to see this offering. It's a great use of our space and a nice way for Laura to give to Tapestry without writing a check.

Jan 20-23 I was in Phoenix for a meeting with the Pacific Southwest chapter of the UU Ministers Association. We talked about worship planning and proposed changes to the UUMA conduct guidelines.

In early February I conducted performance reviews with Melissa and Rob. Both were reviewed very favorably.

I will meet with Rob for two additional 30 day reviews as part of the start-up process.

Thurs. Feb. 6 I received my 360 performance review. Thank you to everyone who participated. It is helpful to hear honest feedback. I generally get positive feedback from the congregation but it is rarely specific and often feels like people being polite to their minister.

Thurs. Jan. 30, I conducted and Worship Associate training for our ongoing worship associates and three new ones. Dave Kinnear, Bart Bean, and Nikky Contactor have all joined the team.

Twice in the past month I have been contacted by CLUE, requesting space to meet. CLUE is Clergy and Laity United for Economic Justice. They are a well-established organization that works for and with working class and poor people in Orange County. They were glad to have a space in south Orange County. The meeting was for employees of a local hotel who are considering unionizing. They needed a safe space to talk and consider their options.

Upcoming

Thurs. Feb. 20 is the Welcoming Neighbors Home initiative launch event. I will be glad to take this step forward so we can clarify exactly what types of activities the congregation will connect with in addressing homelessness. Sat. Feb 22 Comprehensive Planning Committee will have a retreat. During this extended meeting we will compile what we have learned about Tapestry and what we have learned about the needs and opportunities in the surrounding community. The goal of the retreat is to discern where our gifts match up with the needs and opportunities in the community and begin calcifying our calling.

Sat Feb. 29 The Membership Committee is hosting Family Movie Night with "Dora the Explorer." The Membership Committee tries hard to offer free events, but they tend to be poorly attended. We are hoping this will hit the target audience.

Sun. March 1 I will host the second communion service at 3:00 pm. This one will focus on entering the season of Lent.

Notes for Leadership

It is hard not to notice the conversation around homelessness at Tapestry. Welcoming Neighbors Home has been successful in a slow burn strategy, having multiple mentions of homelessness across different events over the course of a few months. It is a good reminder to me that to get maximum involvement in any project, we have to come at it from many different directions.

For example, the Minister's Seminar was focused on homelessness. There was strong participation both in number and in the engagement of those who attended. Minister's Seminar could be used to highly a number of different Tapestry activities or projects. Finally, I have been encouraged and relieved by receiving so much support from Tapestry members about my upcoming move. It's nice to be a part of a community that appreciates a sense of adventure, and that trusts me enough make some life changes.

RECY Board Report – February, 2020
by Rob Nicholas

Announcements**New Business****Standard**

2019-2020 Budget: 1100 (1777.71)

Registration Income: 885

OWL Income Online: 600

Total Earned: 1,485.00

Youth Seminar 85.00

RECY Supplies 351.99

Owl Supplies 378.35

Curriculum 175.00

Total Spent 990.34

Remaining 494.66

Attendance:

Date	Nursery	RECY Class			Total
1.26	2	5	5	0	12
2.2	0	3	8	1	12
2.9	0	1	1	3	5

Calendar:

I will be off Sunday February 16th (off to Grand Canyon!) Molly Stelovich will be supervising RE.

New Members/Visitors:

February 2nd had a new family attend with two children. Mother is Kristin. 2 children were Nayeem and Zekai, Both in 5th-7th grades. Did not get their last name.

Social Action/Field Trips/Special Events:

Planning a camp out at Casper's Park for May 29th and 30th

The Past Month

- Every day that I work I am getting more and more comfortable with the position and everything has been running well. March will be the first test in regards to getting volunteers in the classroom but the response has been great.
- Tuesday I finished the Philosophy of RE Module through LREDA. It has been a great experience as I have been able to learn from DRE's from around the country that have been doing this role for a very long time and I was able to get some great ideas and instruction, as well as garner a great deal of knowledge of UU in general and the history of RE.

- Shannon Stocker and I have been in talks for organizing an overnight camping event for the kids. We have landed on May 15th & 16th at Casper's Park as the best time and place to schedule that so this week I will start to get the word out.
- Classes have been going well; I've been getting more and more comfortable with the curriculum and am settling in nicely to the process of things. The end of this month concludes World Religions and then we move on to the Sing to the Power curriculum.
- High School OWL is officially on and we are scheduled starting Feb. 23rd through April 26th running the class on Sundays at Tapestry in classroom #1 from 12-3pm. That has been scheduled and reserved in Breeze.
- I also just received the previous (and likely outdated) safety plan from Katelynn so I will look that over then look to organize an updated safety policy for Tapestry.
- I am also working to get a coffee sample for next week to see if there's a better and cheaper option for coffee hour (checking with a contact to help the Coordinating Council and Judy Tracy).