



Date 12-14-2020

Tapestry Board of Trustees Meeting Minutes

Attendees: Reverend Kent Doss **President:** Christine Krueger **VP Finance:** Paul Bonfanti **VP Operations:** Jim Bucklin **Treasurer:** Dan Schmid **Secretary:** Elisabetta Panzica **Trustees:** Joanne Kondori, Janet Lusk, Michelle Antennesse

Absent: _____

Guest(s) if any: David Kinnear

The Board Meeting was called to order at 7:03 pm by Christine Krueger. She provided opening words by: — Abhijit Naskar “A Perception of Life– Religion Must bring Oneness otherwise it’s not religion.”

Agenda and Approval of Minutes

1. Minutes of the November Board meeting were approved M/S/P : Michelle Antennesse made a motion, Jim seconded motion.
2. Minutes of the mm/dd/yyyy Board meeting were approved with these changes (if any):

Consent agenda: Agenda was approved with changes: Rev. Kent suggested to hold a Christmas service to allocate funds to go to ministers discretion plan. Rev Kent requested approval from board for Christmas collection to go to the minister’s fund, amounting to about \$2000.

Dan Schmid made a motion to approve and Elisabetta Panzica seconded motion.

Business Themes:

Finance:

Report of VP Finance: Paul Bonfanti reported on the following:

Paul stated that we are still doing well with our finances. He said that not much has changed since last month, which is actually good news. We have received 51% of pledges, which is about where we expect to be. (The year is 44% complete, so we’re actually ahead on that metric, but some larger donors have made their complete donation already). Paul informed us that according to Dan Schmid, other revenue is coming in well, although the new shutdown order may affect our rental income. Fundraising continues to be successful and we are starting to look forward to another virtual auction. Expenses are coming in below budget, so that’s helping as well.

We still have the option of “borrowing” from Capital reserves and from FOCD. Paul expects that we’ll need to do that, but perhaps not to the budgeted level, if we’re lucky.

Our vulnerabilities continue to be tied to the pandemic. People could stop coming to virtual services, and/or feel less connected to Tapestry which will reduce pledge income and fundraisers (and be really bad for our community!). The rental income is what Paul worries about most. Paul said that he would continue to reach out to people who are behind in their pledges. Beyond that, in years’ past, we’ve usually done a special year

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

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

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end appeal if people want to give in addition to their pledges. I'm a little more reluctant to do that this year because of how it might be perceived, but we can discuss in the meeting.

.Report of the Treasurer: Dan Schmid reported:

Income:

Dan informed the board that November was a good month with Contributions much higher than projected in the budget for November, due to some large donations. Rental income and W&M "fun" Raising are also above budget. Some additional revenue came in from prior year pledges, Amazon Smile Foundation, and some miscellaneous donations. Overall revenue was about \$11,700 above budget.

Expenditures:

Dan also discussed expenditures. He stated that the total expenditures for November were again about \$1000 less than the budgeted amount. The expenditures for November were mainly for payroll, mortgage, cam charges, insurance, fees, leases, and utilities. There were a few expenditures for other activities such as music supplies. The minister retirement payment looks high due to the retirement check from the last payroll in October clearing the bank on November 2nd, so there were 3 payments in November.

In November there was about \$9,000 more in revenue than in expenditure indicating a gain for the month.

There was no activity on the FOCD account. There were no Capital expenses during November. There was a large deposit into the Script account that occurred on the last day of November that will be captured in December's report.

Conclusions and Discussion:

With a gain for the month, the operating account ended November with a balance of \$66,073.76 an increase from October. With two months now of revenue above budget and expenses below budget, Tapestry's YTD balance sheet is looking healthy.

- See additional summary details in **Attachment A**

Space/Building/Grounds –The Swedish school may return in the fall.

Report of VP Operations:

VP Operations: Jim Bucklin reported via email, sent prior to the meeting – see **Attachment B**.

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

Rev. Kent informed us that in December Tapestry launched the Touchstones Monthly Discussion Groups. This is a small group ministry, similar to covenant groups. There will be two opportunities for people to participate each month. Rona Henry is leading one of the meetings and Rev. Kent will lead the other. Rev. Kent informed the board that seven people attended the first session.

Rev. Kent also stated that he has been doing a lot of work with the Comprehensive Planning Committee and the Re-Opening Task Force.

Worship attendance remains strong in the range of 70-80 participants

The Reverend informed the board that a Christmas Eve worship service is planned at 5:30 pm and that years' service will be on zoom.

Rev. Kent informed the board that In January we will launch a class on UU history called Faith Like a River. It is fifteen sessions long with two sessions per month. Rev. Rayna is teaching the first half of the sessions. The remaining sessions will be led by Celia Young, Greg Cline, and me.

Based on the success of the parking lot concert and the hikes, in January Rev Kent shared that he would begin a monthly outdoor worship service. It will be on a Saturday afternoon and will be completely different content from the Sunday morning services.

In January we will have another new member orientation and hopefully a will welcome new members in the service later in the month.!

The Re-Opening Task Force and I anticipate returning to normal in-person operations sometime this Summer when a COVID vaccine has been widely distributed. At this point scientists anticipate that will be sometime between June and September. That plan raises a couple of important Board-level issues. !

First, to produce a reasonably good quality live stream of our live worship service, we will need to enhance our AV system with about \$20,000 worth of improvements. This includes cameras, microphones, equipment to select camera shots, and installation. The other associated cost would be \$400-\$600 monthly to pay a staff person to assist on Sunday mornings. Would like the Board and finance team to look at capital resources and consider the timing of special fundraising. Since we may be opening as early as July, the financial strategy needs to be dealt with pretty quickly.

Second, along with other institutions Tapestry will need to decide whether and how to require participants to have had the COVID vaccine. This ethical and public health debate will unfold in coming months. I encourage you all to listen closely to how other institutions navigate the issue with the understanding that we will need clear rules and policies of our own eventually.

Also refer to Rev. Kent's written report, previously distributed – **Attachment C.**

RECY: Rob Nicholas previously emailed his report. See **Attachment D.**

Rob wrote that his students average from 8 to 12 in attendance every Sunday. He states in his report that the virtual curriculum from Touchstones is still going well and attendance has stabilized. He is still incorporating books and videos and the children and he are able to have constructive dialog about the themes presented. Rob will be taking December 20th off. It will be his first Sunday off since March and he will have a guest teacher, Jeanette Hunker, teaching a drawing/art class one member if the RE committee in each class to help facilitate the online class experience.

Other Business:

The need for congregants to be vaccinated in order to attend service was discussed at length. congregants will always be offered a zoom option.

Sherry will populate Breeze with pictures of members and create a ne directory.

Having two services in the future was discussed. One would be online the other in person. Zoom would be live streamed. Space needed for equipment was also brought up during the discussion. Hard wire internet would be used not wireless. Streaming would be open to the public. \$12,500 would be taken from capitol budget. Operating budget is tight. Someone would be hired to live stream service, this person would only be needed for one year and would not start till we are in the building.

David Kinnear presented on the Comprehensive planning Committee and reopening He suggested that a rolling 5 year plan should be updated every year. The highlights of the plan were that is was aggressive and forward looking with aspirational goals noted. It would allow us to see if we are meeting our goals and how

these goals would be funded. David said that the CPC would eventually become a permanent board committee and that the plan was always on a rolling five year plan. David is asking that the board make this plan a priority. The committee would have two new members every election year and two seasoned members would remain and rotate when elections arrived again. David suggested that we have a town hall to discuss the plan with the congregation, board members requested that it be brought up during the annual meeting instead. In regards to reopening David informed the board that we will be needing to buy new equipment to remain an online presence. He went on to say that we have no volunteers for the AV part of the service, and that the transition has to be seamless. We need two camaras at the pulpit and one facing the choir. In order to have an online presence moving forward we desperately need additional equipment for live streaming.

Decisions Made a This Meeting:

A five year plan Comprehensive Plan was put together and will be voted on next month.

Send Thank You Notes to the Following:

Sherry

Who is Responsible for Splinters from the Board (Newsletter), next month:

Christine Krueger

Next Board Meeting

01-14-2021 at Tapestry

Closing words were by Christine, a quote from, Chief Many Stars

Meeting adjourned at 9:01pm. Minutes taken and transcribed by Elisabetta Panzica, Secretary.

Attachments:

Attachment A – Treasurer’s Report (Dan Schmid)

Attachment B – VP Operations Report (Jim Bucklin)

Attachment C – Minister’s Report (Rev. Kent doss)

Attachment D – RECY Report (Rob Nicholas)

Attachment E- Trustee Report (Michelle Antenesse)

Action Log

Date Proposed	Topic	Discussion/Action	Responsible Person	Status