



EAST SHORE UNITARIAN UNIVERSALIST CHURCH
Board of Trustees Meeting Agenda
Sunday January 20, 2021– 1:30pm via Zoom

Item	Notes
Chalice Lighting Centering Check In Agenda Updates	Centering: Board Covenant or quote Monitor: TBD Official membership count:
Secretary’s Report Minutes –Dec. 13, 2020 Board Meeting	
Reports A. Chair B. Minister C. DRE D. Building and Grounds E. Membership F. Treasurer G. Financial Secretary H. Committee on Ministry	
Unfinished Business/Action Plan Review Action Plan (see attached)	
New Business 1. Ad Hoc Committee for Organizational Restructuring – update 2. Ad hoc committee for potential reopening East Shore – update 3. Committee for Developmental Minister search – update 4. Building/Lightning Strike – update	
Old Business 1. What does church membership looks like in a remote environment? 2. ESUUC Blood Drives	
Action Plan Add action items from today’s meeting	
Next Meeting: Sunday, February 14, 1:30 pm	Centering: Board Covenant or quote Monitor: _____

East Shore UU Board of Trustees Meeting
January 11, 2021

Board of Trustees

Mary Stewart-McGovern	x	Julia Kotowski	x
Mary Mason	x	Diana Jackson	x
Shirley Hairston	x	Minna Zelch	x
Mark Guizlo	x	Clark Waite	x
Maggie Calkins	x		

Attending

Rev Denis Letourneau Paul	x	Halcyon Domanski	x
Patrick McGovern (part of time)	x	Lynne Kilgore	x

Meeting called to order by Mary Stewart-McGovern at 1:34 pm. Centering led by Rev Denis, from Hymnal. Check-in of members present.

Motion made by Shirley to dispense with reading of the December 2020 minutes. Mary seconded and motion passed. Motion made by Shirley to approve the minutes of December 13, 2020. Motion seconded by Clark. Discussion: date needs to be corrected. Motion revised and passed as amended.

Reports:

- A. Chair – No written report. Nothing different from previous months. CER has been sending lots of communications about how congregations are addressing the events at the Capitol on Wednesday.
- B. Minister- Report sent previously, in dropbox. Similarly, not very different from previous months.
- C. DRE & Faith development report – Report sent previously, in drop box. Halcyon talked with kids in RE about timing of being able to gather in person and go back to doing field trips.
- D. Building and Grounds – no written report. Mary SW was at building last week and there were items that looked like they needed to go into the storage bin (wood, and paint cans). Mary SW will send email to Dan and Marten.
- E. Membership – Report sent previously, in dropbox. Doing annual UUA certification, due Feb 3rd.
- F. Treasurer Report- Report sent previously, in dropbox. Had a donation for next year’s pledge year, which probably needs to be moved into Fidelity account. Piano appraisal has been added to insurance. Provided 3 year history of income and expenses. Income recap shows what is available to be used from a bequeath. Pledge drive dropped to 80% of budget (vs 88% in previous years). 90% of budget is fixed. The “Other expenses” line (the non-fixed expenses) is distributed between RE budget, membership, music, worship arts, publicity, journey, pastoral care. Discussion: Journey Together Council wants, with the teams, to be responsible for both this part of the budget as well as the fixed budget. This process will ultimately replace the

finance committee. Shirley isn't clear who will be responsible for the fixed aspects of the budget. Lynne agrees, this needs to be worked out during the transition phase and ultimately addressed in re-drafted by-laws. The shift from pledges being 90% to the budget versus the current 80% largely happened this year in large part because this year's pledge drive started at the same time as COVID and people were uncertain about their work situation. We will likely not qualify for the second round of PPE, so next year may be a challenging year budget-wise.

G. Financial Secretary: Report sent, in dropbox. PPE grant conversion is included. Slightly up in term of percentage of pledge payments. Getting some pre-payments for 2021-2022 pledges

Motion made by Maggie to accept the Financial Report as presented. Motion seconded by Mary. Motion passed.

H. Committee on Ministry. No report sent. Meeting scheduled for Tuesday Jan 13, 2021

Reviewed Action Items List

Shirley Hairston	Listserv/Email Problems (with Laura Solomon)- will be completed by end of January. Still have a PowerChurch issue and a few email addresses to correct. In process
Shirley Hairston	Paypal – loose offerings – in process
Mary Stewart-McGovern	What does membership look like in a remote environment? (with Patrick McGovern) – on-going
Rev Denis	Talk with Mike about teaching a cooking class. Completed. Scheduled for Jan 30 th .
Board	Come up with ideas for other classes. Maggie with follow-up with Jen about doing a wine tasting- as kick-off with stewardship (turning sour grapes into wine) in March. White Flower cake shop in Beachwood/solon -cupcake decorating classes. Or ask Maureen Burkewood. Mary M will work on this. Halcyon will work on offering to do her Book-making class.
Shirley	List of items/processes that need to be addressed differently with new structure. Linda needs help setting up Outlook on Linda Work's computer. Ken Schmidt was the last person who set things up. Shirley will do this along with router. In process. (combine with item 1)

New Business:

1. Ad Hoc Committee on restructuring. Core group met, having problems getting whole Journal Council together. 3 of 6 teams (RE, worship arts and caring for ourselves) have had constructive meetings and are ready to move forward; 2 more are in process; 1 may not have had a meeting yet. Suggest that we not try to fully implement transition to new structure in September 2021, though they can start some activities earlier. Want nominating committee to identify potential

replacements for treasurer, financial secretary and assistant treasurer so they can start shadowing the current people in those positions. Discussion: we don't currently have anyone responsible for buildings and grounds/Caring for our Home, and we really need to have this position filled.

Journey Council is still meeting regularly.

2. AD Hoc Committee on reopening – no discussion. Have not met recently because pandemic is still raging.
3. Committee for Developmental Minister search: Doodle poll sent out for a meeting but it has not been scheduled.
4. Building/Lightning Strike –Insurance company sent check, but it didn't include the parking lot light, because we haven't been able to get a quote for that work. Shirley wants to make sure they haven't closed the claim because we are still working on this.
5. Mary M is in charge of stewardship, Mary SM and Julie will work with her on getting this set up.

Old Business:

- 1) What does church membership look like in a remote environment? It looks like this.
- 2) ESUUC Blood Drives: January 17th. We had discussed whether there is any liability to the church of someone getting COVID; Red Cross has (MOI) insurance to cover this. Mary SM will send MOI to ChurchMutual to review.

Next Meeting: February 14, 1:30

Shirley moved to adjourn, Minna seconded. Meeting Adjourned: 2:50

Submitted by Maggie Calkins

**East Shore Unitarian Universalist Church
Kirtland, Ohio
Minister's Report to the Board of Trustees
January 10, 2020**

Dear Members of the Board,

It's been another history making week, in which things have happened that we could never have imagined before. We've reached the point where more than one in every thousand Americans has died of COVID-19, and almost 15% of our population has contracted the disease. A shocking percentage of people surveyed — more than a third — aren't planning on receiving the vaccines that are beginning to roll out because they either don't trust the vaccine or the government.

This is shocking when thought of in comparison to the AIDS pandemic, which in 40 years has killed twice as many people as COVID-19 has claimed in only ten months. The way things are going COVID deaths are projected supersede AIDS deaths by the end of the summer.

It's seeming less and less likely that we'll be able to safely gather in our sanctuary before my contract is up and Joe and I head off to the next post.

Meanwhile, insurgents — encouraged and directed by the outgoing president — rioted in and ransacked the Capitol and congress convened to count the presidential electoral votes. Tribalism and division are getting more pronounced.

East Shore, like virtually every other congregation of every denomination, is now in a holding pattern. doing everything virtually, we aren't really in a position to grow. In all these months we've had one new family join us regularly for something beyond worship. We have other watching, but no others joining. Many members are also "on hold," officially or unofficially. "It just isn't the same" is phrase we're hearing a lot, plus many are struggling with the effects of isolation. For most of us living in isolation just breeds more isolation, and it becomes a downward spiral that is really hard to escape, no matter the outside encouragement.

The folks who continue showing up regularly are universally saying the same thing: "our gatherings are my main lifeline."

Meanwhile, we continue to do what we can where we can. All of us. And it's helping. Here are some of the areas where I'm focusing attention

Worship

12/24/20 "Christmas Eve," with Worship Arts Team members and additional laypeople

1/3/21 "#OccupyProductivityCulture"

1/6/21 "Planting Trees," with Halcyon Domanski

We continue to have Michael Czubaj play the new piano to provide music for services. Halcyon continues to do most of the editing of YouTube videos, though Jared is helping out more as Laura puts energy into reconfiguring the website and online communications systems for the congregation, including setting up Google Groups to replace the outdated and unreliable Listservs.

We have guest preachers scheduled through the late winter into the early spring. The budget is looking good.

The Prayer Circle has been gathering everyday for a week, beginning just hours before the insurrection in Washington. It's proven to be an invaluable source of hope, connection, and compassion building, three things we needs desperately right now.

Beverages and Banter gatherings have increased in number, with at least two per week now. They continue to be well attended by a small but grateful group.

Organizational Restructuring is back on track, with new teams meetings and reporting back to the core group. The plan is to get the new structure up and running in phases beginning with the formation of the Journey Council ASAP.

Ministerial Search Team is meeting and beginning their work, in the hopes of beginning to interview prospective ministers in March.

Respectfully Submitted,
Rev. Denis Letourneau Paul

Rev. Denis Letourneau Paul
East Shore UU Church, Kirtland, OH
Love. Revere. Discover. Connect.

RE Faith Development Report to the Board

Love, Revere, Discover, Connect

EAST SHORE UNITARIAN UNIVERSALIST CHURCH

Director of RE Faith Development – Halcyon Domanski

RE Faith Development Chair – Minna Zelch

January 13, 2021

~And how is the congregation?

WORSHIP

Halcyon created with Members of the congregation and Faith Development the Christmas Pageant, and helped create January 13 service.

FAITH DEVELOPMENT CLASSES

FD Hosted the Christmas Pageant. 27th of December there was no class and January 3 was a game day we also discussed what we would like to do in future classes.

SOCIAL JUSTICE

- Halcyon and Maxon delivered the mittens tree items.
- Halcyon and Maxon also delivered all the nite, nite bags (blankets, books, stuffed animals) thus completing our last S.J. Project.
- Rev. Denis and Halcyon sent out checks for Secret Santa Checks this next week

RE CLASSES OR GROUPS

Spirituality of Art

RE Class

Circle of Mom

First Wednesday Night

MEETINGS

Daily phone meetings with Rev Denis

Board meeting

Chaplain members of the congregation

Worship Arts Meeting

Coffee Hour monitor after Sunday services

OTHER

Worked on Safety and Security policy for RE Faith Development

Beacon Article

PERSONAL

Halcyon Domanski was on vacation off from December 21 to January 3.

Membership Committee Report

January 10, 2021

- ⊕ Our membership count continues to be 148.
- ⊕ We expect to complete the UUA Annual Certification by the February 3rd deadline. We have been in contact with the other committees and individuals we will need information from to complete the questions.
- ⊕ As we continue our remote church gatherings, ideas for how to engage current and prospective members remotely are welcome. We are working on an idea or three for doing so.
- ⊕ We still plan on hosting a Pancake Breakfast sometime shortly after returning to live services. We are going to keep putting that in here every month until we have it.

Respectfully submitted,

Patrick McGovern

Membership Committee Chair

East Shore Unitarian Universalist Church
 Treasurer's Report to Board
January 10, 2021

Name of Account	Balance as of 12-31-20
First Nat. Bank Checking Account per Bank	\$37,406.72
Fidelity Account	\$31,637.96
Building Fund (3768)	\$131,988.95
Memorial Garden (1844)	\$14,926.84
Kluth Fund (1847)	\$ 7,934.79
Ropog Fund (1850)	\$ 6,629.70
Fahr Fund (6078)	\$ 20,543.10
Music Fund per books 01-2313	\$ 4,615.00

The following major bills and transfers will be paid and/or completed later this month:

- Building fund donations December, 2020; \$5,381
- December 2020 mortgage payment - \$2,850.3 (\$1,800 interest) Balance 370,800
- December 2020 payroll – \$8,000 (estimate)
- December Loose offerings:
 - Women Safe, The Green House (Geauga) \$210.

Donation of a Steinway Grand Piano was received 12/4/2020 valued at \$20,000 An insurance rider was added to our policy.

Disbursements from the Capital fund, Current Projects as of 12-31-20

- House Next Door (authorized \$15,000) Spend \$7,540.00
- Lightning Strike, 10-21-20 TBD (Currently recorded with Credit balance on IS, will be reconciled with Insurance claim payments and Building Fund)

The books will be ready for the Financial Review in January 2021

Respectfully submitted,
 Shirley Hairston, Treasurer

ESUUC Budge Recap
FY 2019, 2020, 2021

	2018-19		2019-2020		2020-2021	
Total Ministerial Package	\$ 61,927.98	30%	\$ 61,927.98	31%	\$ 64,427.98	31%
Total Secretary comp	\$ 11,218.83	6%	\$ 11,218.83	6%	\$ 11,218.83	5%
Total DRE Package	\$ 28,225.82	14%	\$ 28,225.82	14%	\$ 28,225.82	14%
Total Personnel Expense	\$ 101,372.63	49.7%	\$ 101,372.63	50.6%	\$ 103,872.63	50.3%
Building/grounds						
Total Utilities	\$ 22,050.00	11%	\$ 22,100.00	11%	\$ 22,100.00	11%
Insurance	\$ 5,200.00	3%	\$ 5,533.00	3%	\$ 5,600.00	3%
Mortgage payments	\$ 34,204.56	17%	\$ 34,204.56	17%	\$ 34,204.56	17%
Maintenance	\$ 11,250.00	6%	\$ 9,975.00	5%	\$ 14,480.00	7%
Cleaning/custodian	\$ 8,449.94	4%	\$ 7,176.00	4%	\$ 7,700.00	4%
Total Bldg & Grnds	\$ 81,154.50	39.8%	\$ 78,988.56	39.5%	\$ 84,084.56	40.7%
Other Expenses	\$ 21,450.00	10.5%	\$ 19,800.00	9.9%	\$ 18,432.00	8.9%
Total Expenses	\$ 203,977.13	100%	\$ 200,161.19	100%	\$ 206,389.19	100%

Other expenses include items that are not required to be paid,
includes UUA/CRE contribution, RE Expenses, Worship, membership

ESUUC BUDGET Recap
Years 2019,2020 and 2021

	2018-2019		2019-20		2020-21	
Income	% of total					
Pledge	\$ 179,938.00	88%	\$ 176,900.00	88%	\$ 165,312.00	80%
Fund Raising	\$ 16,500.00	8%	\$ 7,780.00	4%	\$ 6,780.00	3%
Interest	\$ -		\$ 100.00	0%	\$ 100.00	0%
Loose Offerings	\$ 2,000.00	1%	\$ 3,000.00	1%	\$ 3,000.00	1%
Gifts and Grants*	\$ 2,000.00	1%	\$ 10,000.00	5%	\$ 8,800.00	4%
Church Rental	\$ 1,200.00	1%	\$ 1,200.00	1%	\$ 1,200.00	1%
Misc Income	\$ 1,200.00	1%	\$ 1,200.00	1%	\$ 1,200.00	1%
PPP Grant					\$ 20,000.00	10%
TOTAL	\$ 202,838.00	100%	\$ 200,180.00	100%	\$ 206,392.00	100%

Gifts and Grants*

2018 Gift	\$ 25,000.00
2019 Budgeted	\$ (10,000.00)
under budget	\$ 5,700.00
2020 Budgeted	\$ (5,800.00)

Available **\$ 14,900.00**



EAST SHORE UNITARIAN UNIVERSALIST CHURCH
Board of Trustees
Action Plan from Sunday, January 11, 2021 Meeting

Person Responsible	Action/To Do	
Shirley Hairston	Listserv/Email/Outlook/Paypal Issues (with Laura Solomon)	C
Shirley Hairston	Paypal – loose offerings	NC
Rev Denis	Talk with Mike about teaching a class	C
Board Maggie Halcyon Mary M	Come up with ideas for other classes Maggie will coordinate wine tasting class for March Halcyon to work on book binding class Cupcake decorating class	NC
Shirley and Mark	List of items/processes that need to be addressed differently with new structure (on-going)	NC
Mary SM	Send Red Cross insurance to Church Mutual for review	C
Maggie	Follow-up with Nancy re: developmental minister team meeting.	C
Mary SM	Follow-up with Dan and Marten about wood/paint cans at building by recycle bins	NC
Mary SM	Mary to ask Rickie and Nominating committee to work on identifying people for the 3 financial positions sooner rather than later so they can start shadowing current people.	NC

STATUS: C = Complete, NC = Not Complete

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