



East Shore UU
December 11, 2022 minutes

Board of Trustees

Kristine Burkwood	x	Jerry Huelsenbeck	x
David Michel	x	Maggie Calkins	
Nancy Tozer	x	Kaaren Biggin	x
Bree Byrd		Lynne Killgore	x
		Mary Mason	

Attending

Halcyon Domanski	x	Marten Schreiber	x
Patrick McGovern	x	Sue Borstein	x

Meeting called to order by Kristine at 2:34pm. Centering deferred. Check in. Board Covenant read by Kristine.

Minutes of November 13, 2022. Nancy moved and David seconded to approve minutes for November 13, 2022, 2022 meeting. Motion passed unanimously.

Reports:

- A. Chair – report attached. Consulting with Rev Renee regarding ministry selection process.
- B. COM – no report.
- C. Membership- no report submitted. Review of active membership done. Motion to remove 3 members from list leaving 119 membership. Motion moved by Lynn and 2nd by Kristine. Passed unanimously. Need to update directory. Possibly Chilly-Chili cook-off in February.
- D. Faith Development – report submitted. Fire department called during power outage. Cookie event went well. New Year Day service planned as RE Game Day to include adults.
- E. Treasurer: report submitted. Cash flow is good. First Energy reported Sunday after outage that power has been returned. Toilet leaking in Accessibility Room could overwhelm drainage, all facility toilets checked for leaking. Aiyana told how to remove deceased members from list and how to notify

deceased's estates for tax purposes. Estimated 21 plaques needed wall mounts. UUA switching pension system to Empower. Profession expenses to be used for equipment purchases. Policy needs to be set on ownership of equipment for tax purposes. Fire alarm reset needs 3rd contact person who lives close to facility. Alarm contractor purchased by Guardian.

F. Financial Secretary – report attached. Income is up/expenses down over budget. Should level out in coming months due to one-time early contributions. Other income of \$5,000 from prior pledge fiscal year.

G. Buildings and Grounds 1) Checked sheds for clothing donations integrity. 2) Winter tree removal quotes being sought.

Reviewed & Action Items List from November 2022 meeting

Person Responsible	Action/To Do	
Marten & Marvin	Collect list of chemicals used around building to give to Bree's Mom to do MDSO search for them. Marvin to help.	I
David & Laura Soloman	Donation button on the website (paypal or other)	I
Halcyon and Kristine	Make decision on how to rerecord the answering machine message.	I
Board	Take self photo (horizontal format) and send to Halcyon for Board frame with plain background.	I
Patrick	Work on creating attendance report, including attendance in RE	I
Kristine and Mary	Work on contract/memo of understanding for/with Aiyana, which includes her basic schedule and what she needs training on.	I
Lynne, David, Mary Marten	Re-writing building rental contract	I
Lynne	Work on Keys list update	I
David	Review current plaques and get price to updates. And work with Aiyana to get #'s of people at each level for needed years.	I
NEW ITEMS		
Maggie	Reach out to Barb O, Mary B and Judy if they want to be in charge of Kluth fund	C

Lynne	Reach out to Barb Ropog and ask whether she has any preferences for who should be trustee	I
Sue	Talk with Dee and Pam about whether they want to stay as trustees through end of fiscal year.	C
Nancy	Track funds from Dick Jackson memorial fund.	C
Halcyon	Send out email re: silent witness removal next week and bread communion.	C

STATUS: C = Complete, I = Incomplete

New Business

- 1) May 13 or 20 potential church auction dates. Laura Soloman to be consulted about potential remote event. Nancy moved, 2nd by Kristine, unanimous acceptance.
- 2) Dec 17 vote to call Rev Will. Need 80% of membership (48) and 85% of vote of attendees to approve. Letter of Agreement for Rev. Will to be completed and posted by Friday 12-16 on Admin Board and website. (Remote voting not permitted according to current by-laws. Consider revision of by-laws and next annual meeting. Potentially proxy voting also.)
- 3) Remote voting as future by-law amendment

Old Business

- 1) Ministry 2023
- 2) Plaque update status

Executive Session to be held Wednesday 12-14 at 6pm.

January Board meeting Jan 8 at 2:30pm

January Dates for Welcome/Gratitude –

1 – RE Game Day

8 – Jerry

15 – Nancy

22-- Lynn

27 - David

Centering/closing for January 8 at 2:30. XXXXXXXX

David moved to adjourn. Unanimous acceptance to adjourn Board Meeting. Meeting adjourned at 4:00.

Next Meeting: January 8, 2022, 2:30 pm

Submitted by Jerry Huelsenbeck

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EAST SHORE UNITARIAN UNIVERSALIST CHURCH
Board of Trustees Meeting Agenda
Sunday December 11, 2022—2:30 pm via Zoom

Centering: Bree
Check In –
Agenda Updates

Review of Secretary's Report: Minutes from November 13, 2022 Board Meetings

Reports:

- A. Chair
- B. Minister
- C. Committee on Ministry
- D. Membership
- E. Director of Faith Development
- F. Treasurer
- G. Finance committee
- H. Buildings and Grounds

Unfinished Business/ Review Action Plan

New Business:

- Church Auction (?)
- Membership – removal of Carole Clement and Ross Hawson due to death
-
-
-

Old Business:

- Ministry 2022-23
-

January Dates for Welcome/Gratitude –

1 – New Year's Day – RE Game Day – what about adults?

8

15

22

29

Add action items from today's meeting

Releasing: Bree – volunteer for January (8 or 15) meeting for Centering/Releasing? _____

Motion to adjourn

East Shore Unitarian Universalist Church

December 11, 2022

Board Chair Report

It has been a busy month - working on events for the congregation to meet the candidate for ministry events throughout the month. I sent out a mailing and email of the notification for a special congregation meeting to potentially call Rev. Will Humphrey as a full-time minister for the congregation. The feedback has been very positive.

Last weekend, pivoted quickly to have church service via zoom due to power outage at the church at my home and host a meet and greet after at my home (attended by 2 people). I responded to concerns by a member of the cancellation not being received before they headed to the church.

I consulted with Rev. Renee regarding staff members and our ministerial search.

I attended the finance meeting.

I am in awe of the skills held by members and the support they provide to the novice that I am in my role as Board Chair.

Thank you all for grace and compassion as we work through new challenges together.

Kristine

RE Faith Development Report to the Board

Love, Revere, Discover, Connect

EAST SHORE UNITARIAN UNIVERSALIST CHURCH

Director of Developing Our Faith – Halcyon Domanski

Developing Our Faith Chair – Bree Byrd

December 11, 2022

~And how is the congregation?

Need to Discuss

1. Flower Communion – on hold

WORSHIP

Halcyon delivered with Maggie Calkins the Thanksgiving Service

FAITH DEVELOPMENT CLASSES

COA has been meeting regularly. Other classes are working on Christmas Pageant. Classes were canceled on December 4 due to a complete power outage.

FIELD TRIPS / CHURCH GATHERINGS

Cookie with Sand was held on December 3rd.

GREAT CALENDAR EVENT

The Calendar events still need to be added to the website and printed out for the mailroom

CHAPLAIN TRAINING

Halcyon has been accepted to the CPE at Cleveland Clinic. The program runs from the second week in January to the last week in May. The location will be in Akron, Ohio. The 8-hour class will be on Thursdays. The 16 hour shift (4pm to 8am) each week has not been scheduled.

RE CLASSES OR GROUPS

First Wednesday Night

Faith Development Class

Circle of Mom – Zoom and in person

POWER OUTAGE

During Cookies with Santa we had inconsistent power outage. Not realizing there was not power to everything in the building Halcyon turned on the heat in the FD wing for meetings that would be happening in that area. A few minutes later one of the teens noticed smoke in one of the rooms and then in the hallway. Halcyon immediately turned off the override on the heat. She then called Martian and then called the fire department. Fortunately, in turning off the heat we were able to prevent actual flames from erupting. We then opened all the windows to air out of the building. When Patrick noticed there was smoke in the sanctuary he physically turned off all of the heating units. At this time, we have power and heat.

MEETINGS

Board Meeting

Meetings with Bree Byrd

Meeting with Kristine Burkwood

Faith Development meeting – Zoom

Worship Arts

Ad-Hoc Reopening

Meeting Rev. Renee

Holy Day adult workshop

OTHER

Beacon Article
Chaplain members of the congregation
Cleaning and reorganizing DOF wing
Cookie with Santa
Hosted Thanksgiving dinner for congregation
Gave a reference for Robin McBride
Columbus for meeting at School Board
Participated in Trans Remembrance Day

SECRETARIAL

Phone
Misc.
Beacon Newsletter

MINISTERIAL

Roadside Pulpit
Sanctuary Set up / clean up
Check in with and Chaplain congregation members
E-mail / Facebook communications
Rochelle Luckwitz Father's funeral
Visit Dale Luckwitz in the Hospital
Gave visitation tour of building and East Shore
Gave support for individual changing their name at court

ESUUC Treasurer's Report December 11, 2022

Assets:	Current Balance
First Nat. Bank Checking Account:	\$27,194.94
Fidelity Brokerage Account:	\$2,099.85
Fidelity Money Market Account: (Lexion Gift)	\$15,220.14
Total Assets:	\$44,514.93

Liabilities:	
Mortgage	\$343,079.47

Restricted Funds:	
Memorial Garden (1844)	\$13,899.40
Kluth Fund (1847)	\$4,936.04
Ropog Fund (1850)	\$6,630.87
Fahr Fund (6078)	\$20,210.48
Minister Comp Fund (MCF)	\$24,132.28
Building Reserve Fund (3768)	\$144,520.35

All accounts are at the First National Bank of PA unless otherwise noted.
All accounts are as of November 30, 2022.

- The capital campaign has received \$5,945.00.
- Restricted funds have received \$600.00 not counting Fahr fund in November.
- Minister compensation fund has received \$500.00
-

Loose offering to charities.

Month	Charity	Amount
July	FACT	\$163.50
August	Family Planning of NE Oh	\$164.00
September	WomenSafe	\$195.50
October	Forbes House	\$317.50
November	Fahr Fund	\$670.68
	Minister Discretion Fund	\$463.00
	Old South	\$35.00
	Salvation Army	\$40.00

Power outage was reported to First Energy on Saturday December 3rd at 10 pm. First Energy emailed that power would be restored by 10 PM on Sunday December 4. We don't know when power came back, but it was on by Tuesday, December 6. That afternoon, Dan Bond, Marten Schreiber and me, were at the church and checking out the various systems. We spent time checking the lifters to make sure

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they were working properly. There was a lot of water in the lifters which is a concern.

I have found out how to mark a member/friend as deceased in Power Church. We are going through and correcting the Power Church listing for anyone deceased. I have asked Maggie Calkins if we have a letter drafted to send to the executor of the estate of a deceased member. She said no but would work on one. We have three members who have passed this year.

We are trying to get contribution statements out and have run into a computer problem. Working on correcting. Will be contacting tech support for the computer next week.

I am paying utility bills online through the Bill Payer part of First National Bank.

UUA is switching the UUA retirement plan from TIAA to Empower in February 2023. I have submitted contact information on ESUU per UUA request.

Cost to do nameplates on the giving plaques is \$5 each, total \$75.

Aiyana's monitor is being replaced. The monitor is in and we just need to hook it up. Thank you to Sue Borstein and Kim Cook on getting the monitor. We are looking to get more computer equipment, like a web cam, to allow office staff to participate in online training and meetings.

We need to create two policies:

Professional expenses to purchase computer and related equipment by employee's policy. See below.

Accountable Reimbursement Policy. See below

Respectfully submitted,

David Michel, Treasurer

Email: ESUUCTREASURER@GMAIL.COM

Professional Expenses: UUA Professional Expense Allowance information

Computers and related equipment costs may be treated as a business expense through a Section 179 deduction if the items are used 50% or more for professional activities. It is customary today to consider computers and peripherals as essential for the performance of one's duties.

Also clear is that items of enduring value purchased with professional expense funds are the property of the congregation. (Typically, personal items like books or stoles wouldn't count.) If the employee wants to take the item with them upon departure, they can pay the congregation the fair market value at that time. But usually what's done is that the value of the item is added to the employee's W-2 as imputed income. In other words, it shows up as taxable income but is not paid as cash to the employee. There have been some misunderstandings between congregations and their employees about how to handle technology items. Please establish up front if you expect the employee to return an item versus having them pay for it or imputing the value so they pay taxes on it. Here's my take: pro expense \$\$ spent on technology is \$\$ that could have instead been spent on a hotel or a conference fee - something with no residual value. So, in my opinion, the congregation shouldn't expect equipment or money back (unless arranged up front) - but, in keeping with IRS requirements, they should make sure the fair market value upon departure is imputed.

Less clear at this time is what the congregation ought to be paying for as part of a professional's standard office setup versus what the professional would be expected to use professional expenses for. This has gotten muddier, especially with more work being done from home since the pandemic, and norms are changing over time. A few years back, the congregation likely provided a desktop computer and the professional could use their pro expense line to purchase a laptop or tablet if they wanted something portable to bring back and forth. But many professionals now prefer their primary (or only) computer to be a portable one, and we expect that to be furnished by the congregation. So, while a laptop is certainly a legally acceptable use of professional expenses, the congregation should be providing staff with the basics needed to do their jobs, including their primary computer.

What about things like ring lights and second monitors? More such things are starting to feel like "basic office setup" rather than extras that a professional might choose to purchase with their pro expense line. Clear and transparent conversations with your staff are important in making arrangements for such items.

What do we do about technology bought with professional expenses? Last time with Halcyon, she asked the board for permission. We gave it.

It is strongly recommended that the congregation establish an **Accountable Reimbursement Policy**.

Under such a policy, staff is reimbursed within 30 to 60 days for expenses advanced on behalf of the congregation, with reasonable documentation where appropriate. IRS regulations specify that receipts should be provided for expenses over \$75. One way of segregating business expenses is for the staff member to charge them to a credit card used solely for this purpose. The church then pays the credit card statement as it would any other monthly expense, although the credit card statement in and of itself may not be sufficient documentation.

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EAST SHORE UNITARIAN UNIVERSALIST CHURCH

Income and Expense Statement

OPERATIONS FUND 01, November 2022

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		Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
INCOME	4000					
CONTRIBUTIONS	4100					
PLEDGES	4110					
Pledges 2022-2023	4118-004	\$19,068.26	\$94,700.84	\$73,494.15	\$176,386.00	53.69%
LOOSE OFFERINGS	4119					
Loose Offerings	4120	167.67	1,010.67	1,250.00	3,000.00	33.69%
GIFTS	4129					
General & Memorial	4130	0.00	0.00	7,166.65	17,200.00	0.00%
Subtotal Contributions	4100	19,235.93	95,711.51	81,910.80	196,586.00	48.69%
RENT	4200					
Church Rental Misc.	4210	0.00	225.00	333.35	800.00	28.13%
FUND RAISING	4300					
Auction	4321-003	0.00	0.00	0.00	6,000.00	0.00%
Spec. fundraising events	4321-004					
St. Pauly Textile	4363-003	50.00	250.00	250.00	600.00	41.67%
Environmental Action Grp	4366-003					
Amazon Smile Donations	4367-001	0.00	47.05	62.50	150.00	31.37%
Misc. Fund Raising	4385-003	0.00	0.00	41.65	100.00	0.00%
Subtotal Environmental Action Grp	4366-003	0.00	47.05	104.15	250.00	18.82%
Subtotal Fund Raising	4300	50.00	297.05	354.15	6,850.00	4.34%
OTHER	4400					
MCF	4420-002	0.00	0.00	9,583.35	23,000.00	0.00%
Interest earned	4420-004	0.00	2.28	41.65	100.00	2.28%
Other	4424-004	5,000.00	5,989.00	500.00	1,200.00	499.08%
Subtotal MCF	4420-002	5,000.00	5,991.28	10,125.00	24,300.00	24.66%
Subtotal Other	4400	5,000.00	5,991.28	10,125.00	24,300.00	24.66%
TOTAL INCOME		24,285.93	102,224.84	92,723.30	228,536.00	44.73%

EAST SHORE UNITARIAN UNIVERSALIST CHURCH

Income and Expense Statement

OPERATIONS FUND 01, November 2022

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		Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
EXPENSES	5000					
MINISTERIAL	5010					
MINISTER	5028					
Salary	5030-005	\$660.00	\$1,980.00	\$19,916.65	\$47,800.00	4.14%
Housing	5031-005	1,100.00	3,300.00	5,500.00	13,200.00	25.00%
Min Health Ins Allowance	5032-006	0.00	0.00	3,644.60	8,747.00	0.00%
Professional Expenses	5033-005	0.00	0.00	1,035.85	2,486.00	0.00%
Pension	5035-005	0.00	0.00	2,541.65	6,100.00	0.00%
MINISTER, OTHER EXPENSES	5040	0.00	0.00	1,944.60	4,667.00	0.00%
Minister - Workers Comp	5041	0.00	0.00	89.60	215.00	0.00%
Contract Pastoral Care	5043	0.00	0.00	104.15	250.00	0.00%
Subtotal Minister - Workers Comp	5041	0.00	0.00	193.75	465.00	0.00%
Ministerial Services	5053	-583.25	305.50	0.00	0.00	0.00%
Subtotal Ministerial	5010	1,176.75	5,585.50	34,777.10	83,465.00	6.69%
ADMINISTRATION	5100					
OFFICE EXPENSES	5104					
Office Expenses	5105	0.00	228.02	208.35	500.00	45.60%
Copier Expenses	5111-006	325.62	1,119.94	958.35	2,300.00	48.69%
Postage	5112-006	0.00	60.00	62.50	150.00	40.00%
Bank Fees/Supplies	5113-006	266.88	286.88	125.00	300.00	95.63%
Subtotal Office Expenses	5104	592.50	1,694.84	1,354.20	3,250.00	52.15%
SECRETARY	5120					
Sec Compensation	5121	1,293.75	4,338.75	4,750.00	11,400.00	38.06%
Sec FICA Employer Exp	5122	98.98	331.95	355.80	853.86	38.88%
Sec Worker's Compensation	5123	0.00	25.00	41.65	100.00	25.00%
Subtotal Secretary	5120	1,392.73	4,695.70	5,147.45	12,353.86	38.01%
Subtotal Administration	5100	1,985.23	6,390.54	6,501.65	15,603.86	40.95%
ORGANIZATION	5200					
EXTERNAL	5210					
UUA /CRE Prog Fund Pledge	5212	0.00	3,016.00	3,190.00	6,380.00	47.27%
INTERNAL	5220					
Board Discretionary Fund	5224	0.00	0.00	41.65	100.00	0.00%
Subtotal Organization	5200	0.00	3,016.00	3,231.65	6,480.00	46.54%
WORSHIP	5300					
Worship Arts	5310	365.00	1,655.13	770.85	1,850.00	89.47%
Music & Musicians	5320	300.00	1,750.00	1,666.65	4,000.00	43.75%
Worship Experience	5320-002					
Audio	5325	0.00	0.00	41.65	100.00	0.00%
Artwork and Podium Decor	5330	0.00	0.00	83.35	200.00	0.00%
Subtotal Worship Experience	5320-002	0.00	0.00	125.00	300.00	0.00%
Subtotal Worship	5300	665.00	3,405.13	2,562.50	6,150.00	55.37%
REL. EDUCATION	5400					
D R E	5410					
DRE Compensation	5411	2,737.00	10,948.00	9,775.00	23,460.00	46.67%

EAST SHORE UNITARIAN UNIVERSALIST CHURCH

Income and Expense Statement

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DRE FICA Employer Exp	5413	209.38	837.52	747.80	1,794.69	46.67%
DRE Worker's Comp	5414	0.00	66.45	70.70	169.65	39.17%
DRE Pension	5415	273.70	1,144.80	977.50	2,346.00	48.80%
DRE Prof Expenses	5417	550.00	550.00	416.65	1,000.00	55.00%
Subtotal D R E	5410	3,770.08	13,546.77	11,987.65	28,770.34	47.09%
R E COMMITTEE	5419					
Curriculum/Supplies	5420	166.48	351.16	583.35	1,400.00	25.08%
Young Adults 19-25	5421					
Teens	5422	123.67	-4.30	250.00	600.00	-0.72%
Library	5423	0.00	0.00	41.65	100.00	0.00%
Intergen/Adult Soc Events	5426	18.76	18.76	0.00	0.00	0.00%
Subtotal Young Adults 19-25	5421	142.43	14.46	291.65	700.00	2.07%
Sunday Lunch	5426-001					
Event Childcare	5427	0.00	0.00	41.65	100.00	0.00%
Adult RE	5428	0.00	0.00	62.50	150.00	0.00%
Subtotal Sunday Lunch	5426-001	0.00	0.00	104.15	250.00	0.00%
Sunday child care	5429	432.00	792.00	708.35	1,700.00	46.59%
Subtotal R E Committee	5419	740.91	1,157.62	1,687.50	4,050.00	28.58%
Subtotal Rel. Education	5400	4,510.99	14,704.39	13,675.15	32,820.34	44.80%
MEMBERSHIP	5500					
MEMBERSHIP	5505					
Membership Coordinator	5509					
Membership Committee	5510	0.00	0.00	208.35	500.00	0.00%
Growth Task Force	5511					
Pancake Breakfast	5516	0.00	0.00	0.00	50.00	0.00%
Subtotal Membership	5505	0.00	0.00	208.35	550.00	0.00%
PROMOTION	5519					
Publicity/Promotion	5520	0.00	0.00	62.50	150.00	0.00%
CARE	5529					
Journey Committee	5530	0.00	0.00	41.65	100.00	0.00%
Subtotal Membership	5500	0.00	0.00	312.50	800.00	0.00%
SOCIAL JUSTICE	5600					
Social Justice Com	5610	0.00	0.00	120.85	290.00	0.00%
FACILITIES	5700					
SERVICES AND SUPPLIES	5710					
Cleaning Service	5723	0.00	1,802.94	2,083.35	5,000.00	36.06%
Cleaning Supplies	5730	317.36	447.45	166.65	400.00	111.86%
Subtotal Services And Supplies	5710	317.36	2,250.39	2,250.00	5,400.00	41.67%
UTILITIES	5740					
Electricity	5742-009	1,879.50	6,090.41	5,000.00	12,000.00	50.75%
Internet & Telephone	5744-009	0.00	647.51	833.35	2,000.00	32.38%
Waste Disposal Service	5745-009	0.00	1,034.16	1,041.65	2,500.00	41.37%
Natural Gas	5746-009	0.00	678.48	1,083.35	2,600.00	26.10%

EAST SHORE UNITARIAN UNIVERSALIST CHURCH

Income and Expense Statement

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		Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
Water	5747-009	256.62	1,133.12	1,291.65	3,100.00	36.55%
Sewer	5749-009	0.00	1,000.00	1,166.65	2,800.00	35.71%
Stormwater Management	5750-009	0.00	0.00	583.35	1,400.00	0.00%
Insurance	5753-010	0.00	3,204.00	2,475.00	5,940.00	53.94%
Subtotal Utilities	5740	2,136.12	13,787.68	13,475.00	32,340.00	42.63%
BUILDING LOAN PAYMENTS	5759					
Mortgage Payments	5760	0.00	10,691.04	12,425.00	29,820.00	35.85%
Subtotal Facilities	5700	2,453.48	26,729.11	28,150.00	67,560.00	39.56%
FACILITIES COMMITTEE	5800					
BLDG MAINTENANCE	5810					
Building Maintenance	5812-011	0.00	445.09	1,000.00	2,400.00	18.55%
Security	5813-011	39.00	660.00	166.65	400.00	165.00%
Equip Inspection/Fees	5814-011	0.00	0.00	1,958.35	4,700.00	0.00%
Equipment Repair - Audio	5815					
Pest Control	5818	0.00	0.00	375.00	900.00	0.00%
Subtotal Bldg Maintenance	5810	39.00	1,105.09	3,500.00	8,400.00	13.16%
GROUNDS MAINTENANCE	5820					
Snow Plowing	5822-012	990.00	990.00	2,229.15	5,350.00	18.50%
Lawn Mowing	5823-012	0.00	126.79	187.50	450.00	28.18%
Grounds Maintenance	5826-012	0.00	585.99	208.35	500.00	117.20%
Parking Lot Maintenance	5827-001	3,815.00	4,072.50	0.00	0.00	0.00%
KITCHEN	5839					
Kitchen	5840	0.00	0.00	62.50	150.00	0.00%
Subtotal Grounds Maintenance	5820	4,805.00	5,775.28	2,687.50	6,450.00	89.54%
Subtotal Facilities Committee	5800	4,844.00	6,880.37	6,187.50	14,850.00	46.33%
FINANCE	5900					
Stewardship	5910	0.00	0.00	208.35	500.00	0.00%
TOTAL EXPENSES		15,635.45	66,711.04	95,727.25	228,519.20	29.19%
EXCESS INCOME/EXPENSES		\$8,650.48	\$35,513.80	-\$3,003.95	\$16.80	0.00%



East Shore UU

Board Meeting
December 14, 2022 minutes

Board of Trustees

Kristine Burkwood	x	Jerry Huelsenbeck	x
David Michel	x	Maggie Calkins	x
Nancy Tozer	x	Kaaren Biggin	x
Bree Byrd	x	Lynne Killgore	x
		Mary Mason	x

Meeting called to order by Kristine at 6:03.

Kristine moved to go into Executive session to discuss staffing and minister compensation, Lynne seconded. Motion approved.

Entered Executive Session at 6:04

Left Executive Session 7:51

Dave moved and Jerry seconded a motion that ESUUC is no longer offering health insurance to employees due to financial constraints. Passed unanimously

Mary moved and Lynne seconded motion that the ministerial letter of agreement includes the following amounts:

Salary and housing \$65,000

3 weeks vacation and 3 weeks study time

\$5000 one time signing bonus

Passed unanimously

Maggie moved and Bree seconded motion to approve paid sabbatical for Halcyon for six weeks starting the second week of January, and she will be paid 35 hours/week through the sabbatical, then return to her regular 25 hours/week when she returns. Passed unanimously

Dave moved to adjourn, Kaaren seconded, Passed unanimously.