

BOARD OF TRUSTEES MEETING AGENDA

April 6, 2020

7:00 to 9:30 p.m.

Zoom Conference

All Members and Rev. Sarah Present

Nominating Committee Report

Sally reported that Robert Markowitz will serve as USR vice president next year with the understanding that he will not continue into the presidency in '21-'22.

The search for his replacement as trustee continues. A candidate to serve as USR secretary next year continues.

Minister's Report

Rev. Sarah is pleased with the congregation's transition into the Zoomiverse. 118 congregants participated in services this past Sunday.

Dawn Walter presented graphical data that reinforces the conclusion that congregational life continues and remains healthy. Plate collection results are similarly strong.

Hypotheticals were raised about summer and fall services. Sarah offered the following as a "starting thought": "do everything we've been doing, at the pace we've been doing." Some discussion ensued, with all agreeing that much lies ahead and any decisions would be premature.

Circle implementation continues albeit remotely. Leaders have been stepping forward and conducting Zoom meetings. Sally suggested that "a tremendous amount has been accomplished in a short amount of time.

'20-'21 Board Goal for Rev. Sarah

Dawn suggested that we needed to be flexible on this topic in light of the pandemic.

Rev. Sarah talked about "keeping it together" in the sense of maintaining congregational membership. She questioned the utility of conventional measurement in determining goal success, prompting a discussion among members about "what makes sense" in that regard. Opinions diverged, culminating in the intention to "keep the conversation going ..."

DRE Report

Rev. Sarah observed that it is a “strange moment for managing a DRE....All of the normal things are not possible right now ... We are where we are

Sally asked about “the community of children and wondered “how are we connecting kids to each other?”

A discussion ensued about “what is possible for RE at this moment.” Among many comments, Rose observed that, “we’re losing kids in about 4th and 5th grade We need to keep it as fun as possible Not curricular ... Shouldn’t be making them do Sunday school....

Pledge Drive and Budget

Pledges total \$302,000 at this moment. Rev. Sarah asked for flexibility, and suggested that an aggressive effort on the pledge drive would backfire. The BOE agreed.

The discussion turned to cash flow and our ability to meet current expenses, including staff compensation. Chris began by reviewing recent financial losses:

Our endowment lost \$70K and is down to about \$200K

Our Fidelity account reserves lost \$35K and is down to \$164K

Chris observed that despite these losses we remain in relatively good financial health. We have \$27K in current operating funds – a number that is consistent with our typical monthly range of \$22K - \$29K range. We’re “very much in line with where we’ve been all year.”

He anticipated that rentals will decline to \$40K for the year, creating a \$30K-\$40K deficit. Laggard pledges --- totaling \$37K --- are offset by \$18K from other pledge receipts. He reported – as a “notional matter” – that our Operating Account owes \$20K to our Building Account. The BOT agreed to defer payment on that debt.

Rev. Sarah reported that Little Crane Nursery had paid for April. Sally asked about unpaid Auction bills.

Chris stated that, “we’ll make it through this fiscal year ... Next year will be rough.”

The discussion widened to consider how to draft next year's budget.

- Given all the uncertainties, perhaps a short-term – half-year –makes sense?
- In projecting pledge amounts, distinguish between “hard” and “soft” pledges --- discounting the latter by 20%?
- Anticipate a revenue drop of between \$75K - \$100K
- Consider using reserve funds
- In keeping with federal “Cares Act” legislation, submit bank loan payroll protection application.
- What about new pledges?

Returning to current expenditures, the BOT voted to freeze current expenditures and to pay hourly staff.

The BOT authorized Treasurer Christopher Dunnigan to apply for PPP funds as on behalf of the USR and sign all appropriate documentation

Back Up Plan

Kristen asked about planning in the event of sickness among key lay leaders and staff. Discussion ensued.

Upcoming Communications

- “Current Realities” Town Hall via Zoom on April 19th
- Financial Data as of May 1st E-blast
- Tentative Budget Town Hall on May 17th
- Budget Posting on May 31^s
- Zoom Annual Meeting on June 14th (Virtual Vote on Budget and Nominating Committee Slate)

Adjourned: 9 PM

B. Josefsberg 4/12/20