

FUUSM Board of Trustees  
January 4, 2021

President Cory Sampson called the meeting to order at 6:54 p.m.

Present: Cory Sampson, Rev. Kat Hawbaker, Ted Goertzel, Chris Hoke, Beth LePore, Nancy Luthy, Karen Binkley (guest)

Chalice Lighting by Ted Goertzel. Chris Hoke will prepare for next month.

The minutes has been distributed by e-mail. Beth moved and Chris 2<sup>nd</sup> a motion to accept the minutes. Passed.

Karen Binkley presented a report from the Personnel committee addressing our Evaluation procedure.

- At the present time, Rev. Kat has been attempting to do all staff evaluations. The Board has the power to designate who does the evaluation for each staff member. Nancy, liaison to the Personnel committee, suggested that the chairperson or designee of the Music & Worship committee evaluate Randy Kidder (pianist) and Martha Webster (choir director).
- Further discussion:
  1. Paid staff impacts our budget.
  2. Is the Social Media person needed? - We pay people to do things we can't get a volunteer to do!
  3. Karen proposed that the Personnel Committee present its recommendations to the Board at the February meeting of the Board. The Board was in agreement.

Ted presented the Treasurers' Report:

- Income - \$7768 under budget in Dec.
- Expenses - \$11,123 under budget in Dec.
- Therefore, our net operating expenses were \$3355 for the month
- To apply for a new PPP loan, we must prove (providing gross receipts) that we experienced a 25% cut. Ted, Linda and the finance committee will do further investigation.
- The finance committee has begun to work on the pledge drive. We need to know the pledged amount in order to prepare an accurate budget.

Minister's Report - attached

Messaging Overview:

- a canvas is recommended so that every member/friend is contacted by phone or perhaps through a small dinner meeting
- members/friends will be asked for input and encouraged to increase pledges
- because we have fewer members & friends, we have less money pledged
- volunteers are needed to help canvas
- Ted is willing to do an on-line survey (committee needs to generate the questions)
  1. plans for post-Covid ?

2. Vision and mission of the Board and the Congregation?

3. The OWL program?

Covid-19 Planning:

- our protocol is strong
- we can easily accommodate more in the Sanctuary
- fortunate to have the courtyard
- Jan. 31, Charter Sunday, might be a time to encourage more in the Sanctuary
- Those who don't ZOOM – perhaps would come to church. Karen volunteered to be a driver. Perhaps we can contact by phone or letter as they may not e-mail.

Annual Meeting:

- Tentative Date - April 25, 2021
- Back up - May 2, 2021

Service Recognition Awards:

- Shari and Dave Ballantyne - snow person contest/matching funds for church
- Nancy Lee - Margaret Frederick auction
- Barb Kidd - assistant executive officer, while Chris Keller was on bereavement

Future Meetings Dates”

- Feb. 8<sup>th</sup> - 6:45 p.m.
- Mar. 8<sup>th</sup> - 6:45 p.m.
- April 12<sup>th</sup> - 6:45 p.m.

Adjournment at 8:18 p.m.

Respectfully submitted,

Nancy Luthy, Secretary