



Unitarian Universalist Congregation of the Catskills

Sunday Services at 10:30 am

UU Catskills Board of Trustees Monthly Meeting Minutes

Date: 12/20/23

Present:

Kristen Schara, Co-President; Erin Hilgart, Co-President; Kathy Atwell, Treasurer; Lydia McCaw, Secretary
Trustees: Donn Critchell, Kathy Eberlein

Guests: Lois Slade, Karen Miller, Carma Haas, Barbara Graff, Mark Howenstein, Danielle Liotta, Joyce White, Reverend Diane

The meeting began at 9:34 am with Donn Critchell lighting the chalice as he read centering words. Board members then shared in a check-in.

Review of minutes

Donn makes a motion to accept. Kathy E. seconds. Motion passed.

Treasurer's Report

With regards to changing our cleaning service, Blooming Queens service is MUCH higher than we've budgeted for. While we'd like to support them, it's not within our current budget. We could consider working it into our budget for next year, but \$400 more than our current spending per month is a lot.

Pledges are continuing to come in. We should send out a reminder for those who haven't paid in the weekly update.

Kristen makes a motion to accept. Donn seconds. Motion passed.

President's report

Committee Reports

We really appreciate the work the building task force has been doing lately.

Committee should have a recommendation to replace leaders when leaving if possible. Is there something we could do to encourage that?

Donn makes a motion to accept. Kathy E. seconds. Motion passed.

New Business

Cottage Meetings

- Could we combine these with pledge meetings? We could discuss volunteer opportunities as well as money.
- Start these meetings mid-February
- Kathy E will write up call for hosts for the January newsletter

For our February lay-leader conversation should we arrange to have someone discuss the pledge campaign? What to call it? generous giving? stewardship? connect to Valentines day?

Carma volunteers to begin organizing a Woodland Pond group

Erin will draft a timeline (?)

President's column in newsletter will be used to share information about the pledge committee

[Break]

Right Relations

- The UUA no longer offering training sessions
- We will be organizing our own
- We have two people we could hire to lead: Reverend Lief and Reverend Paul
- The experience of new members needs to be taken into account
- These skills are important for building and maintaining our community - both the UU community and our personal communities.
- It's important to our attracting a minister that we get our conflict resolution in order.
- For clarity, it might be best to use the term "Healthy Congregation" instead of "Right Relations"
- Everyone really likes Reverend Lief
 - She offered to come Friday night, meet with board on Fri, hold a meeting on Saturday all day, lead a service on Sunday, and run a workshop after the service - total cost would be \$2000 plus transportation

- This should be easily covered under the current budget as this is a ministry issue and can be taken from the ministry budget.
 - re: Budget: While we have some deficits, we're doing well in other areas and overall mostly on track
- This would give us tools to use on an ongoing basis
- We would have to do own policy on handling destructive members and destructive communications
- Concerns are that she is expensive and has a somewhat limited scope
- Difference between COSM and Right Relations Group
 - RR would be more trained.
 - COSM is more to support the minister than community conflict resolution.
 - RR would be focused on the larger community.
- We will need to be prepared for the fact that some things just can't be resolved.
- Group who met with Rev. Lief will meet with Rev. Paul later this week and make a recommendation.

Ministerial search

- Considered a Salary raise from 40k to 45k per year, or even up to 50k per year.
- Motion to increase to 45k made by Kathy E. Seconded by Donn. Motion passed.

This year's Solstice Fundraiser will likely be less successful than last time but hopefully still worth it

- Kathy A makes a motion to participate. Kristen seconds. Motion passed.

Auction Fundraiser

- We have made this event online in the past few years but it was originally an in person event. Which should we do this year?
- As an in person event, it helps with community building as well as providing funds.
- Let's have two events, one online and one in person.
- In addition, we could let local artists sell during coffee hour and take a cut of the sales.

Thank-you notes

- Social hour coordinator

Donn makes a motion to adjourn. Kristen seconds. Motion passed.

Next meeting(s): Jan 17 On Zoom. 9:30 AM

Kathy A. will do chalice lighting next time.