

All Souls Unitarian Universalist Congregation
Board of Trustees Meeting
Minutes

February 17, 2022, 5:30 p.m. via Zoom

MISSION STATEMENT: *All Souls Unitarian Universalist Congregation is a liberal religious congregation that nurtures lifelong spiritual development. We covenant to create a welcoming, caring, justice-seeking community within and beyond these walls.*

VISION STATEMENT: *All Souls welcomes seekers to our liberal religion and offers a transformative worship experience. We act boldly, compassionately, and publicly for justice. We intentionally share the message of Unitarian Universalism. While building a congregation of over 300 members, we broaden and deepen our ministries with community partnerships and an integrated campus.*

Call to Order at 5:30 p.m.

Members present: Sally McGee, Janet Beebe, Bruce Cummings, Jonathan Towne, Karen Ethier-Waring, Bob Mountz, Katrina Bercaw, Janet Marolda, and Danielle Gutowski-Mello
Others present: Rev. Caitlin O'Brien, Perry Montrose

Chalice Lighting and Reading: Katrina Bercaw

Approval of [minutes](#) from January Board meeting. Janet B. moved to approve, seconded by Danielle. All in favor, motion carried.

Correspondence - Janet and Ria met with a member who wrote about her financial statement.

Mission/Vision

1. STaRT update - Laurel, Gretchen and Bruce plus Perry and Rev. Caitlin met to review changing conditions. Now in-person services, 85 people in Unity Hall, masked and vaxxed, K95 masks available. Eblast shared links to two risk calculators (Harvard and Smithsonian). The choir can now rehearse and perform (masked) in Unity Hall. Faith Formation: everyone to have the vaccinations they're eligible for. Ministerial team will make decisions on how to meet the needs of families and other members.
2. Meriden Congregation: Sally, Karen and Bob met with them a third time. Meriden is active in social justice and sanctuary efforts, but current membership is low. Janet B. zoomed with their treasurer, who is doing their bookkeeping as well.
3. Solar panel proposal - Bruce made a motion to approve the [AEC Solar](#) solar panel project. Bob seconded, and it was approved with all in favor. The project will not include EV chargers at this time.
4. Capital Campaign: \$400K has been invested *Capital for Change*; \$28K Capital Campaigns received in January.
5. Stewardship campaign kicked off on Sunday. Testimonial videos will be shared this

Sunday. Concerns about donation letters noted.

6. Board members signed up as [Sunday Counters](#).

Business

1. Treasurer's report - currently at 58% of our fiscal year, total income at 69% and slightly under budget for expenses. Discussed moving some funds from Dime Bank account to endowment, which is invested with the UUA (we currently have \$67K in endowment). Stewardship goal is \$410K – the same as last year's goal. Last year pledges were \$370K. Budget includes a 4 percent increase for All Souls staff, funds to cover Carolyn's 5-mo. sabbatical beginning January 2023, and a 12 percent increase in medical insurance costs.
2. Personnel update - jobs for choir director and FF Administrator posted, no news
3. Staff and ministers' reports were submitted
4. Caitlin's 10-year anniversary - Jun 5, 2022

Next meeting Thursday, March 17