**Unitarian Universalist Fellowship of San Miguel de Allende**

**BOARD OF DIRECTORS MEETING MINUTES**

**(Conducted via Zoom)**

**December 9, 2021**

 **All Members Present:**

Dan Neuspiel, President; William Dalsimer, 1st VP; Chris Chase, 2nd VP; Gary Belkin, Treasurer; Joseph Plummer, Secretary; Jurgen Ahlers, Becky Langrall, Bonney McDowell, Christie McGue, Joan Wolf; Rev. Tom Rosiello, Ex-Officio

**Guests:** Ellie Goodwin, Margo Johnson, Michael Murphy, Paula Peace

A quorum being present, the meeting was called to order by President Dan Neuspiel at 1:01 p.m.

Christie McGue read the poem “When You Plant Lettuce” by Poet Nhat Hanh for **Opening Words**.

The Social Action Committee’s request for an estimated allocation for 2022 grants was shifted to the Treasurer’s Report and Budget discussion. On Christie’s motion and Gary Belkin’s second, the meeting **Agenda** was then approved without objection.

In reviewing minutes of the November 11, 2021, board meeting, it was agreed that minutes will not include discussions related to personnel issues. Becky Langrall also asked that the number of 2022 grant proposals received be noted as 13. On Jurgen Ahler’s motion and Bonney McDowell’s second, the November minutes were accepted without objection.

**President’s Report**

Deferred due to length of agenda

**Committee and Taskforce Reports**

**Covid-19 Taskforce**

Discussing the Sunday Service Committee’s proposal to accept attendees who arrive for services without a reservation, Bonney said such individuals will have to agree to safety protocols and provide proof of vaccination. That raised the question of having all attendees provide a photo of their vaccination cards to Diana Amaya. Christie then volunteered to staff an open-air Sunday Service welcome table for vaccination card screening before entry. A poster of protocols at the table, flyers for handout, and email notices to members of the card requirement were also discussed. The taskforce will prepare the messaging for members and announce the protocol during Sunday Services. Chris requested that the taskforce develop a safety protocol for children during 2022.

**Care Team**

 Tom Rosiello noted that the team will meet in open air on the following Tuesday about various organizational issues.

**Membership Committee**

Noting the next distribution of the updated UUFSMA membership list, Chris Chase said that some members don’t want to be publicly listed. So, pledge forms need to be revised for this preference, which will delay distribution. Six or seven new 2021 members will be recognized during the January 30, 2022, Sunday Service. Tom will begin the practice of welcoming new members individually. In the last three years, 254 members have made annual pledges to the fellowship.

**Welcoming Congregation**

 Tom will ask Stan Allen to organize a LGBTQ affinity group.

**Children’s Education Program**

 No report

**Sunday Service Committee**

 Paula Peace reported that a carpenter will measure the back of the Sunday Service room at the Aldea for construction of a wall, which cost the fellowship might share with the hotel. Dan urged the use of 2021 surplus funds for that project and other miscellaneous purchases that can be made before year’s end. Rolling stands for two monitors used during services will be purchased this year.

 Paula noted that the fellowship will end the year having completed 51 Sunday Services, which featured, among 51 speakers, 12 guest ministers, 15 lay speakers, and 11 services by Tom Rosiello. Chris and Jeanie Seward-Magee will be occasional Sunday Service hosts.

**Social Action Committee**

 2022 Grant Allocation target deferred to Budget discussion.

**Endowment Committee**

 No report

**Nominating Committee**

 No report

**Committee on Ministry**

Bill provided an update on distribution of the Report on Small Group Discussions of the Ministry in Residence, which will receive a pre-release review from the new Task Force on the Future of Ministry. He also noted that a fellowship member resigned because of rancor within the fellowship over the future of ministry.

**Taskforce on Future of Ministry**

Jurgen nominated, Bonney seconded, and the board unanimously appointed John Simsarian as co-chair of the taskforce. Taskforce members will encourage members’ responses to the survey on ministry. In making those contacts, the taskforce was urged to be aware of those who are hesitant about renewing membership before there is a resolution of the future of the UUFSMA ministry. Dan noted that the taskforce ought to remain engaged after the report on the ministry is issued, participate in the report’s execution, and propose recommendations based on the report and survey data.

**Finance Committee**

No report. Committee will meet during the week of December 12.

**Treasurer’s Report**

In view of the 2021 surplus, Gary encouraged prepayment of anticipated 2022 expenses, such as UUA annual dues, contributions to the UU Service Committee and UU UN Office. During the week of December 12, Diana Amaya will send letters requesting unpaid pledges. The board authorized a pay increase of five percent for staff beginning January 1, 2022. Dan noted several members have expressed support of professional ministry as a major factor in determining their 2022 pledges. He estimated those decisions could affect up to twenty-five percent of the 2022 budget. Any shortfall could be covered next year from fellowship reserves.

Discussion of the 2022 budget included an increase to $5,500 for visiting ministers and $1,500 for lay ministers, increased expenditures for staff time, guest musicians, the Care Team, and the minister’s travel expenses, higher rent for the Aldea, and $50,000 as a preliminary target for planning grants to nonprofits.

After discussion of the impact of ministry issues on pledges, the board decided to hold the annual pledge drive from February 6-28 and established two goals: total pledges of $110,000 and a pledge from every member of the fellowship.

**Minister’s Report**

No additions to comments made during this meeting.

**Old Business**

**Program Council**

Bill noted that dates for a meeting are being solicited from potential members.

**Rohana Paintings Fundraiser**

Chris anticipates the event will be held in late December or early in 2022.

**Administrative staff**

Volunteers for the monthly meeting were requested.

**New Business**

**Right Relations Proposal**

 Bill and Joseph volunteered to rework the proposal for Right Relations that Dan drafted.

**UUFSMA Sponsorship Request**

 UUFSMA will not sponsor the Gall outdoor concert, although event proceeds will benefit the Fellowship.

**Monthly 2022 Board Meetings**

Second Thursdays (except March) at 1 p.m. CTZ

Volunteers needed for opening words

Jan 13, 2022, Feb 10, 2022, Mar 3, 2022

Annual Membership Budget Hearing: Mar 13, 2022, 1:00 PM

Annual Membership Meeting: Mar 27, 2022, 1:00 PM

The meeting was adjourned at 3:30 P.M. CZT and an Executive Session followed.

Minutes recorded and submitted by Board Secretary Joseph Plummer