

Unitarian Universalist Church of Urbana Champaign
309 W Green Street, Urbana, Illinois

Board of Trustees Combined Study Session and Business Meeting Minutes
February 8, 2022 (6:30-8:30 pm)
via Zoom

Business Meeting portion began at 7:11 p.m.

In attendance: Becky Densmore, Jody Hanger, David Gross, Jennifer Ellis, Brian McDermott, Lan Richart, Penné Beckett

Agenda was finalized with no changes.

NEW BUSINESS

- **Action/Discussion:** Associate Minister Set Aside fund part of FY23 pledge form

MOTION: At the recommendation of the Generosity Committee, the Board hereby approves a campaign to solicit commitments to the Associate Minister Set Aside fund as part of the FY23 Generosity Campaign.

Resource: [Pledge Form](#)

Gross moved to accept motion as written; Beckett seconded

Discussion:

- Densmore - there was concern about the lack of support for Rev. Fritsche in the budget; that's why decision was made
- McDermott, Hanger, Ellis - worried that it looks like Rev. Fritsche is separate from the budget - makes her job seem temporary
- Ellis - concerned that pledges might be split and that general pledge will be reduced; are we voting for Rev. Fritsche's job status with money?

Mona Shannon joined the discussion at 7:22 p.m.

- Shannon - financially she still is temporary; we do not have sustained budget to keep 1½ ministers
 - ; we gave ourselves two years to grow into position, but then COVID
 - renewing commitment to position despite that we haven't grown at the rate that we hoped
 - the leap was bigger than what we thought; let people speak through their hearts
 - it is a tried and true mechanism for funding and fundraising
 - making it transparent that we are not there yet to have her be a part of regular budget
- Ellis - for those who don't have extra, is it problematic to make them have to choose between Rev. Fritsche or the general pledge?
- Shannon - set aside fund really just a name; the funds will be used for Rev. Fritsche in the next fiscal year - if we get more than that or general pledges are affected, she can talk with donors
- Gross - supports the proposal, a good way to raise money it to spotlight the most attractive feature
- Richart - make sure that Rev. Fritsche knows she is going to be highlighted on form
- Densmore - change form to read "Associate Minister (Sally Fritsche) salary and benefits" for clarity
- Densmore - Mona and KB believe that people are just waiting to be asked

Vote was unanimous; the motion to approve a campaign to solicit funds for the Associate Minister Set Aside as part of the FY23 Generosity Campaign passed.

MOTION: I (Becky Densmore) move the Board of Trustees enter into Executive Session to discuss sensitive, personnel related items.

Ellis moved to accept the motion as written; McDermott seconded.

Board moved into Executive Session at 7:37 p.m.

Executive Session ended at 8:29 p.m.

Action Items:

- Densmore will work with Brian Franklin et al. to schedule another interim ministry listening session
- Densmore will invite Gail Schiesser to next Business Meeting
- Densmore will ask Brian Franklin to check into available dates for Annual Meeting at Crystal Lake Pavilion
- Densmore will create a BOT “parking lot” for further feedback about Rev. Caplow’s exit interview
- McDermott will work with Nominating Committee to generate recommended bylaws changes about increasing Board size by one at-large member