

UUCS Board Meeting

Minutes of Meeting April 13, 2017

Board Members:

Position	Name	Term end date	Present
Chair	LJ Frederickson	June 30, 2017	Yes
Vice-Chair	John Prohodsky	June 30, 2017	Yes
Secretary	Paul Parmley	June 30, 2017	Yes
Treasurer	Lorna Youngs	June 30, 2017	Yes
Director #2	Joel Woodman (appointed)	June 30, 2018	Yes
Director #4	Susan Farris-Gosser (elected)	June 30, 2018	Yes
Director #6	Gloria Holland (appointed)	June 30, 2018	Yes
Director #1	Stephanie Jernstedt (elected)	June 30, 2017	Yes
Director #3	Elenie Smith (elected)	June 30, 2017	Yes
Director #5	JP Batmale (elected)	June 30, 2017	Yes
Past Chair	(LJ Frederickson)	June 30, 2017	N/A

Ex-officio:

Position	Name		Present
Minister	Rick Davis		Yes
Intern Minister	Monica Tennessen Jacobson		Yes

Visitors: Lynn Cardiff, Elizabeth Sollie, Angela Gross, Cheryl Randall, John Carey, Michelle, Samantha Scales

The meeting was called to order by LJ Frederickson at 6:00 p.m.

Chalice Lighting / Centering Thought

Skipped due to length of agenda.

Check in (just a sentence or two)

Skipped due to length of agenda.

Community Emergency Response Team presentation (non-agenda item)

John Carey (guest) made a presentation regarding CERT to introduce the program to the board and possibly offer the program to the congregation and even the wider community. The CERT program educates people about disaster preparedness and trains them in basic disaster response skills, such as fire safety, light search and rescue, and disaster medical operations. The training program is 21 hours of hands on training.

Vote to accept meeting minutes (from March 9th meeting)

Skipped due to length of agenda.

Vice Chair's updates (team council)

Skipped due to length of agenda.

Financial Review findings presentation

Skipped due to length of agenda.

Treasurer's Report questions

Skipped due to length of agenda.

Budget presentation

Lorna Y. discussed the budget process and presented the proposed budget to the board. Lorna shared that the additions to this year's budget are a 2% increase for staff, additional hours for RE assistants, and an additional position in RE for nursery childcare assistant. The budget committee felt an investment in RE is important because of the increase in members with young children. Additionally, funds were allocated to building maintenance to help with the ongoing increase in building expenses. During the presentation, Lorna noticed the \$2,000 healthcare stipend was inadvertently left off the budget, which she will need to go back and fix. The UUCS budget is a balanced budget, meaning budgeted Income and Expenses are equal. Because of this, Lorna will need to decide how to account for the \$2,000 healthcare stipend. LJ asked if the board would also like the budget committee to incorporate a \$2,500 Intern Minister stipend as we are a teaching congregation. There was much discussion about the Intern Minister stipend and where that money will come from in the budget.

John P. brought up that if the Sanctuary Congregation resolution passes, that there will be additional expenses, so it would be nice to keep some money in reserve.

Cheryl Randall wanted to talk about the music committee's budget. One of the musicians spoke with Cheryl and was disappointed that nothing in their proposed budget was funded. Amy, the Music Director, does much work, like the concert series, that she doesn't get reimbursed for. Cheryl suggested that we give Amy two months off each year, as the Eugene congregation does, and to increase her salary to \$25/hr. Cheryl feels that music plays an important part of the spiritual side of our congregation and should be funded. Lorna Y. said that the board has a policy not to give individualized salary increases, and that salary increases are done for all employees evenly.

There was discussion of other fundraising possibilities to increase income so we can better fund the programs that are important to our congregation. JP, Joel W., Gloria H., John P. and Susan F-G. had good ideas on how to increase fundraising income and may be willing to help with those activities.

Joel suggests that we go back to the congregation and ask for additional funds. Lorna suggested we tell people why we need the additional funds.

LJ asked David J. to speak regarding the Facilities Team needs, so the board would have a full picture of what additional funds are needed. David said that Facilities Team has been asked to update the Capital Program that was started when Mark Kendall was chair of the Facilities Team. He added that some of the items the Facilities Team has been looking at are: 1) replacing the septic - \$23,000, 2) new carpet - \$22,000, 3) well water treatment system - \$4,000, 4) dimmable lights in FH and parking lot - \$8,000, 5) seal coating the parking lot, 6) HVAC control system, 7) Air Conditioning for Sanctuary and Fellowship Hall - \$60,000, 8) General repairs from leaks in the Library and Sanctuary, 9) storage shed needed for RE supplies. Facilities Team has been asked to present this information at the Annual Meeting, to

help make the congregation aware of these needs, and to let them know they are looking at options of how to raise the money necessary to fund these items.

Facilities Team was also asked about the possibility of putting a shower in the custodian closet, for the Sanctuary Congregation resolution. Facilities Team doesn't think it would be a good idea to do that, for several reasons. If a shower is needed in the building, the Facilities Team would suggest that one of the bathrooms in the Fellowship Hall be converted into a shower. The cost of doing this is currently unknown.

John P. suggested we set a new meeting for the board to recommend the budget after the budget committee addresses the health care stipend and possible the intern stipend.

David J. said that the \$5,000 a year that goes to the Maintenance Reserve is not sufficient to maintain the building going forward. John P. summarized that we need a strategy to maintain the building, which may include getting a loan. Other strategies include building up the Maintenance Reserve through increased annual allocations and increasing fundraising. LJ agreed that we cannot ignore the needs of the building anymore.

Joel W. asked if we can go back to the congregation and request additional funds to help with these known expenses. Susan F-G. added that funding these items requires an education of the congregation to these financial needs. There was discussion about how to go back to the congregation and ask for these additional funds and how much should be asked for.

Lorna proposed we go back to the congregation and ask for an additional \$40,000 to fund the intern and healthcare stipend, and the rest will go towards the overdue building maintenance. JP suggested we ask for \$15 per month extra from everyone which will more that cover the needed additional income.

JP also suggested it would be an easy fix to give Music Director the two summer months off each year.

John P. made a motion to adopt a policy to provide our Intern Minister an annual stipend. Joel W. seconded the motion. The motion passed unanimously.

The board recommends to the budget committee to follow the direction of the intern minister committee in establishing a \$2,500 stipend. There was a unanimous consensus of the board.

The board asked the Canvas Committee to formulate the additional pledge ask of the congregation. There was discussion on how this should be done. It was determined that an insert will be created for the Sunday Service. John P. wanted it to be expected that this is an ongoing request, in order to continue to fund the maintenance of the building.

There will need to be an additional board meeting this month, so the board can recommend the budget. John P. will set up a signup to find the best day for the meeting.

The existing storage shed is now being used by Kaleidoscope and they will be paying more rent. Facilities would like to purchase a new pre-fabricated shed and install a cement pad for this shed at a total cost of \$5000. \$2,245 is needed to pay for this project as \$2,755 will come from Landscape Committee Fund per Paul Manka.

Minister's Report questions

Skipped due to length of agenda.

Sanctuary Congregation resolution (Elizabeth Sollie)

Rick D. asked Elizabeth S., currently an Intern Minister, to share her experience with the Denver Colorado UU church becoming a Sanctuary Congregation. Elizabeth said in 2015 her congregation made the decision to become a Sanctuary Congregation. They are on their second person now. They spent several months in the discernment process which involved the whole church. The community minister helped take the lead, and another 10 members of the congregation spent months working on this full time. They got a pro-bono lawyer to help. Immediately in the process they built a Metro Sanctuary Coalition to help share the costs involved as they did not have budget funds for this. Because it involved public whiteness their bylaws required a 2/3rds vote. The people in charge continued to answer questions and address concerns throughout this process. The minister had a small role in the process. They eventually decided that there was still going to be risk, but that was part of the process. The risk is part of the point in this process as it is difficult to change the system without risking something. There was press coverage but just generally about their church.

Their discernment process was about 3 months long. The Metro Sanctuary Coalition was there to help support their church support the person in sanctuary. There was ultimately a very positive effect on the congregation. There was an increase in social justice efforts as they were empowered by the process.

Safer Congregation Committee update

Skipped due to length of agenda.

Creating a caring loving community

Skipped due to length of agenda.

**Annual Business Meeting update
(assign roles and responsibilities, report updates)**

Skipped due to length of agenda.

**Fundraising update
(auction)**

Skipped due to length of agenda.

Strategic Planning Steering Committee update

Skipped due to length of agenda.

Board liaison updates (ongoing)

Skipped due to length of agenda.

Audio/Video policy presentation/vote

Skipped due to length of agenda.

Rental agreement policy update

Skipped due to length of agenda.

Inclement Weather policy update

Skipped due to length of agenda.

Other business (ongoing)

David J. updated the board on the Fellowship Hall floor refinishing starting on April 24th. A check has been mailed to the contractor. Another lockbox will be added so the contractor can access the building. They will also need security code access. A portable container will be in the parking lot as of April 21st to hold items from the Fellowship Hall during the floor work.

The meeting adjourned at 9:15 p.m.

The next regular Board meeting will be Thursday, May 11, at 6:00 p.m.

Respectfully submitted by Paul Parmley