

AUUC Board Meeting Minutes

February 7, 2018

Meeting called to order at 7:05 pm.

Present: Connie Diamant, Jan Forsyth, Rev. Linda Olson Peebles, Dick Robison, Peter Campbell, Brenna Clanton, John Hall, Kristina Watts. Julie Stah, Herb Bartlett, Don Eckerman

Jan gave opening readings.

Members Time: None

December Meeting Minutes: **Moved approved by Dick, seconded by Jan and accepted unanimously.**

Board Thanks: Connie expressed her heartfelt thanks and appreciation to the Board and all it does. Thanks and condolences to Debbie Cohen.

Search Committee: retreat planned for this Saturday

Memorial Committee: See report. Herb added comments, reviewing the history of this successful project. A liability of \$12k for plaques, etc, is balanced by a \$26k reserve. There is space for another columbarium with 48 more niches: this plan is in closing and final payment will be made after delivery shortly. Funding is secure for the next 5 years regardless of plaque purchase. A film is on the website. The summary report will be added to the documents for the ministerial search as history.

Pledge Drive: 80 people are signed up, near 100 expected, at least 20 more than last year. Two child caregivers are hired and movies picked. A couple of short talks by Connie and John will be interspersed with entertainment organized by Brad. Members will stay seated and be served, signaling servers with electric votive candles. There will be a brief announcement by John at Sunday's service. The drive ends March 18, people will be contacted starting after the 3rd Sunday. This is the same day as Ostara celebration. The parents and teachers need notification about the Drive. John is considering a flyer, and announcement visits downstairs. He will recruit an assistant from downstairs parents to spread the message. Electronic brochures will be sent as mass mailing to the congregation after Saturday, and to the board this week, so we can support the main points in conversation with congregants, including a need for competitive salary increase to near \$100k.

Leadership Development and Nominating Committee: Julie reported on plans for slate of candidates. She will repeat the insert of last year with current servers on the back, after pledge is completed. A third member of COOM/Transition team is required, this is an appointment. **She will send a draft for approval.** As for the board, since Jan will be going to Search, someone will be needed to fill out the year. Bruce will hold the office of VP, while Kristina becomes president if elected. Joe T will replace Dick who goes to Endowment. Brenna will also be replaced, so a total of 3 non-elected members needed. Connie stressed the need for diverse demographics on the Board. Julie requested more names and needs from the Board.

OOS: Connie commented that condensing is necessary as it is bulky.

Treasurers Report: See report.

From Email: "Attached is the budget update through 1/31/18. As you can see, we are in very good shape thus far for this year. We were able to collect some back rent (thanks to the efforts of RW), and donations for the windows/enclosure have been positive. We are slightly short of the total needed, but close enough so I can take funds from depreciation to cover any shortfall. Windows installation will be done on Feb 15. I expect to get the sewer line easement money in the next month or two, and we are beginning to see returns from the HVAC conversion despite the cold weather. On the down side, we are running high on depreciation, repairs, and landscaping/consumables, but this is expected since we are spending ahead to shift some high cost items from next year to this year, and there may be some items that are allocated to the "wrong" line item. Sometimes it's hard to make the call, but it's not a consequential issue at this point. These included parking lot lights and interior light LED conversions, and probably the down payment for the windows.

Regarding next year, it appears that we will be able to meet most of the requests I've received, but I don't see a way to keep Allie and increase Lara's hours, even with some fairly creative accounting. We have a very ambitious pledge request already, so are not likely to improve on income without additional external sources (e.g. rent and grants). There are no apparent places to cut expenses elsewhere to the level required. We would need about \$15K additional income, and Allie's pay would be around \$14K). I am open to suggestions, but at this point am pessimistic about this item. We would be able to increase Lara's hours and add the additional OWL training as requested--it is only Allie's position that is at risk."

We may seek a chalice lighter grant to help with Ali's salary which is at risk. This should be a pledge point to the congregation. Our relations with UUA were discussed. Rev Peebles suggested they be asked for more personal visits and contact. Dick recommended a letter advising the UUA that we are concerned about the services returned for our \$17k donation. Other congregations should be consulted about their views of UUA.

Closed Session re Report on interim minister: **Questionnaire filled out, will be shared with Rev, and her report reviewed.**

Minister's Report: See report.

DSD Report: See Lara and Ali's reports.

Council Report: See Council meeting minutes.

ACTIONS: See bold type.

Closing: Jan

Meeting Adjourned at 930 pm

Respectfully submitted, Peter Campbell, Secretary