

AUUC Board Meeting Minutes

December 5, 2018

Meeting called to order at 7:05 pm.

Present: Kristina Watts, Joe Tuggle, Reverend Linda Olson-Peebles, Lindsay and David Muirhead, Judy Usherson, Sarah Pevner, Bruce Griffin, Peter Kahle, Peter Campbell, Ed Kringer, John Hall.

Chalice Lighting/Opening Reading: Lindsay
Check-ins

Board Thank Yous:

Jim Girard and the Ministerial Search Committee
CSDC and Youth Coordinators for the pancake breakfast
John Peterson for the Crop Walk

Members Time: None Present

Lens on Youth: None Present

Consent Items: November minutes, monthly reports: Minister, Council. Approved.

Action Items from last month:

Judy will contact Building & Grounds committee regarding a chair task force. *Tabled*
Judy will seek volunteers for rental committee. *Judy reported not aware of this assignment. Tabled until next month.*

Joe will present ideas next month for the supplemental funding request. *We are not ready for this discussion until the actual shortfall becomes clearer after fundraisers and pledging.*

Rev Linda will ask RW to collect receipts. Joe will find a volunteer to monitor and analyze consumable expenses. *In process*

Joe will clean up the draft of financial controls policy and submit for approval by email. *Done*

Rev will meet with worship associates to review response to calamities. *In Process*

Decision items:

Pledge Messaging: John Hall led a discussion of the pledge campaign. See his Agenda for Pledge Discussion. He noted last year's campaign result, \$261K, was the largest ever, topping the \$254K of the year before, the previous record. However, we need to push hard again this year. The new minister's salary and benefits must be competitive, and there will also be increases in the staff salaries.

Last year we asked for a 6% increase and got 7%. This year we must ask for around 15%. A \$300K goal would suffice, however a two-tier approach may be more effective. He noted there are 136 households but only 103 contributing; he questioned whether the 33 noncontributors

should be taken off books for the UUA Fair Share fund evaluation. This was tabled for review after the hiring of the new minister.

Pledge Units: Rev Linda suggested targeting the lower quartile of 56 units, but stressed the financial pressures many were under. In-kind time donations could be suggested, including serving on the Rental Committee. Updated information is necessary: **Bruce will carry a Board request to the Membership committee to provide an updated list of new pledge units.**

Messaging: It is to be stressed by campaign volunteers that it costs \$55/week per pledge unit to run the church. Also, we must contribute \$17k to UUA. We need to build excitement about the new minister coming. Asking members about their priorities and projects may be motivating, but must be routed through channels, and based on first achieving subsistence levels in the budget.

John will review these ideas with the Pledge Committee and return for an approval vote in February.

The board commended John for his work. In turn, John expressed his appreciation for David Muirhead's co-chairmanship and assistance.

Minister Position Description and Hiring Agreement per Search Committee: See Position Description and Hiring Agreement. Ed led a thorough discussion of these documents and received feedback and comments from the Board. He will write up drafts and submit them to the board for final review. **Lindsay will review the Position Description and draft additions, providing these to Ed.**

Discussion Items:

Joe gave a brief financial summary and invited further discussion and questions.
Policy vs Procedures, and requirements for Board approval: Tabled till next month.
Program Council Role and Authority: Tabled

Action Items (highlighted above):

- Lindsay will review the Position Description and draft additions, providing these to Ed.
- Bruce will carry a Board request to the Membership committee to provide an updated list of new pledge units.

Closing Reading: Lindsay

There being no further business the meeting was adjourned at 9:35pm
Respectfully,
Peter Campbell, Secretary