

AUUC Board of Directors Meeting Notes
October 2, 2019 ([Agenda](#))

Present: Bruce Griffin, Vanessa Hall, Kate Heilig, Peter Kahle, Lindsay Muirhead, Sarah Pevner, Joe Tuggle, Kristina Watts, Reverend Pippin Whitaker

Guests: Ed Kringer

Opening Reading, Lindsay Muirhead, October Soul Matters, Belonging. Brenee Brown.

Check in

Board thank yous:

- Amy Talbot, Archiving
- Dick and Judy Robison, and Steve and Susan Brown, Octoberfest
- JoAnn Flanagan, Al Stolpe, Brian Eubanks: lawn and yard debris
- Brian Eubanks, compost setup
- Ali and Lara, RE teacher training
- Kristina Watts and Lindsay Muirhead, meetings

Reports:

- *Executive Committee will receive reports detailing attendance moving forward*
- *Program Council report will be linked to BOD meeting agenda*

Discussion points:

New AUUC staff position, permission to hire (Ed Kringer, Human Resources Chair)

- Lead Nursery Caregiver (see [draft position description](#))
- \$13.50-\$15.40 is normal pay range, Lara has recommended \$20/hour for a 2 hour shift
- 6 to 8 hours per month
- Lara Proffit (DSD) can cover a percentage from her own RE budget, but there will be a cost to the church
- Lara would supervise
- Advertising via social media

Board recommends advertising position at \$13.50-\$18.00/hour, with a \$20/hour cap

Vote: Sarah motions to approve funding this position, Peter seconds; passes at 7:37 pm

AUUC Environmental Justice Study Issue (Ed Kringer, Social Justice Committee Chair)

For the past 7 or 8 years, the Social Justice Committee has led a study issue each year

- This year's theme: environmental justice
- Cooperative with Green Sanctuary and Social Justice

- Activity calendar includes adult and children education actions, book discussions, film discussions, stream monitoring, letter writing and advocacy, coordinated sermon topics, etc.
- A statement of conscience resulting from this study will be written in May/June
- *Board Members will attend in support of the programs*
- *Congregational meeting may need to be called in order to create the statement of conscience--this should be coordinated in advance*

BOD Covenant (Kristina Watts, President)

- Edits were made during Board Retreat
- Discussion will continue next month re: “speak as one after decisions are made”

Claire Brown Estate Donation (Joe Tuggle, Financial Advisor)

- No direction was provided by estate with the gift
- Options:
 - 1. All of the money goes to the endowment fund
 - 2. \$7,000 of the donation put in the operating budget to cover immediate projected budget shortfall; the rest goes to endowment
 - 3. All of the money goes to endowment except for \$2,000, which would equal the periodic disbursement expected to be taken from the fund anyway.
- The Endowment committee sees the rationale behind all of these approaches.
- After discussion, BOD agreed on Option 3. Members were not comfortable with Option 2, which would put a portion of the donation directly into our operating funds rather than endowment, Option 3 was seen as a more efficient process than doing #1 and then taking money out to cover expenses.

Vote: Lindsay motioned to approve Option #2, Bruce seconded, passes 8:10 PM
October 20th announcement in service

Congregational Sponsorship for Ministerial Aspirant Kathryn Adams (Rev Pippin)

- Symbolically, we see her potential as a minister, and we will do what we can to support her.
- There is no financial requirement, but we will provide opportunities (ex: leading services)

Vote: Joe motioned for AUUC to sponsor her, Peter seconded, passes at 8:14 PM

UUA Congregational Study Action (Rev Pippin)

- The UUA's 2018-2021 Congregational Study/Action Issue (CSAI) is Undoing Intersectional White Supremacy. This is not a statement of conscience but a study action item.
- Rev. Pippin is on the UUA's Social Witness Committee. She asked for input on what might be helpful for the committee to provide to congregations in order to support them work on this study action issue? Responses from the BOD were:
 - Congregational clearinghouse for information
 - Educational programs

- Best practices
 - Speaker list
 - Updated bibliographies on best readings
 - Targeted audience information instead of broad
 - 101 resources
 - Pitfalls to avoid
 - Resources targeted for younger audiences

Finance update (Joe Tuggle)

- Detailed budget spreadsheet available
- Bottom line: we are about where we expected--uncertainty exists
- Caveats: Auction has not happened, pledges are frontloaded
- Nothing new to report regarding the cell tower
- 501(c)3 paperwork continues
 - Provided resources: PDF form and supplemental information
 - If approved, all of this information becomes public.
 - Consider information that will be available when this process finishes
 - Paperwork centered around determining profit
 - Members who have provided loans to the church will need to be identified publicly
 - *Initial comments due to Joe within 2 weeks*
- Joe is reading *Not Your Parent's Offering Plate*, comparing church financial outreach to non-profit protocols
 - We may need to consider newer/different approaches to fundraising
 - *Interested board members should consider reading the book*
 - *Board members can use their position to celebrate the good we're doing in the community as a motivation for people to pledge*

Realm Management software

- Executive has been reviewing and receiving positive feedback
- Membership thinks its functionality is useful
- Board members are welcome to look into the Realm Software
- Offers strong security options
- Provides app

Kristina will send the link for Realm: <https://www.acstechnologies.com/products/realm>

Training volunteers will be necessary--looking for volunteers (Peter has offered)

Ask other congregations about stability of related app

Goals follow up:

- [BOD Values and Goals](#)
- How do we achieve these goals?
- Identifying next steps per topic
 - Joe: Focus on future
 - Sarah: Anti-oppression

- Kate: Green sanctuary support
- Lindsay: Connection/Supportiveness
- Kristina and Peter: Governance
- Bruce: Growth

Take a think on how we can move this forward

Book club:

Chapter 1 Hotchkiss postponed to next week

White Supremacy small group discussion