

Minutes of the Meeting of the UUCMP Board of Trustees, October 17, 2018

The meeting was called to order at 6:00 p.m. Present: Don Reynolds, Lauren Keenan, Fred Hamilton, Harry Nagel, Peggy Hansen, Page Galloway, Robert Brunson, Jon Czarnecki, Be Astengo, Mibs McCarthy. The Reverends Axel and Elaine attended by Zoom with a new microphone. Amy attended the first half of the meeting with them by zoom.

Chalice Lighting reading by Rev. Elaine

Check-In

The agenda was approved.

Vision and Goal Setting: Provocative Proposal

Don explained his feelings about the provocative proposal. Lauren is excited about the proposal. The board and ministers discussed the timeline for the plan and beginning a new capital campaign. The proposal includes more involvement with the community and the opportunity for more diversity. We may have room for non-profit office rental. We might also bring other groups in to share our space. Don pointed out that it's cheaper to build now rather than later. We need to get our bookkeeping in order to have an audit to qualify for a mortgage. Elaine said it's easier to have new members contribute toward the new building than asking them to pay off an old debt. The new building would be two stories with an elevator. Harry said he thought the ballpark cost would be 5 million. There are many aspects to be determined. Harry suggests doubling pledges for 5 years to raise about 2 million. Jon recommended we have a project manager to plan all the finances and the building. The goal for the strategic plan is to be bold and achievable. Jon expressed concern that we have already enlarged our physical space, and we haven't increased our membership that much. He's not sure that if we build it they will come. Axel and Elaine said the church is on firm ground and growing. We might just build the first floor as phase 3 and the sanctuary as phase 4. A feasibility study is the next step if the board wants to go forward with this plan. Be moved we accept the proposal, Lauren seconded, and the board approved. The ministers will meet with David Keyes and Don, Lauren, and Peggy to determine the next steps. Each board member expressed how they are feeling about this proposal.

Staff Health Benefits

Last meeting the board approved health benefits for the DRE and Music Director. Current policy states the church will pay for a basic plan for an employee who works 25 hours a week and the employee can pay for a higher level if they want it. Insurance broker is putting together a plan. The UUA has recommendations for people who work 15 hours a week. The UUA also has a health plan. The ministers are still gathering information. Harry pointed out that we are currently paying about \$25,000 a year for insurance. If we decide to pay 80% then we will have to do that for all employees. The cost could double. We need to decide what we can afford.

Harry is asking the finance committee what we can afford. We need more information before we decide what we can pay. After getting information Harry and the Finance Committee will give us information on what we can afford. The Personnel committee should also be included in this decision. We have long term disability and life insurance through the UUA. **Going forward we will do the following: (1) complete research; (2) refer to the Finance Committee; (3) refer to the Personnel Committee; (4) bring the matter back to the Board.**

Consent agenda: On the RE report, Don pointed out that we are too far into the year for an OWL program this year. The consent agenda was approved.

Treasurer's Report/Financials

Harry explained that we are doing well. We are a little over on expenses and under on income, but we are still in good shape. Robert reported that capital fund money is starting to come in. Letters have gone out to those still owing and new people who might want to contribute. At the end of the year the balance will be paid by the operating fund. A donation of \$20,000 as seed money has been made for studying the new proposal.

Policy review – style is inconsistent and should be made more consistent. Jon, Lauren and Elaine are on the policy committee. We should let the policy committee know if we have changes. Then the policies will be sent to the committees for their comments. The old policies are in effect until we approve the new policies. **Goal is to get committee input by November board meeting. Board should think about any policies that are not included. There may be things we are doing that are not spelled out in policies.** Personnel policies have been sent to the personnel committee.

Gift Disbursement Meeting, Tuesday, October 23, 5:30 – 6:30 p.m. Don can't be at the meeting. **Page will draft an agenda. Page will also facilitate the meeting. Elaine and Axel are asked to submit agenda items.**

Communication Committee update: There is one new committee member and one member left the group. They have had one meeting. Internal communications are working well. External communications are needed: website, social media, Facebook, Twitter, news outlet publicity with consistent message and style. There are four committee members now. **The committee will take up the video recording and broadcasting and also the underwriting of KAZU programs.**

Website is live but not perfect per Elaine. Thanks to Fred for all his expertise. Content is a little out of date. Suggestions can be sent to Elaine or Teresa and copy the other. Committees can submit information on what they want on the website.

The next Board meeting is changed from Nov. 21 since Thanksgiving is Nov. 22. Everyone agreed to have the next meeting November 28. The December meeting is December 19.

No parking lot items. Harry asks that on emails we just respond to one person if appropriate. Lauren says to come to the auction and she has jobs for people. Peggy and Don agreed to help.

Announcements:

Nov. 4 Sharon Sadler

Nov. 11 Harry Nagle

Nov. 18 Be first service; Mibs second service

Nov. 25 Peggy first service; Mibs second service

Food for next Board meeting:

Harry - main course

Fred - dessert

Peggy - salad

Mibs - bread and cheese

Process review: interesting and productive conversation on the provocative proposal resulting in a plan. Everyone was prepared and did their homework. Peggy asked for clarification about request for Board agenda items.

The meeting was adjourned at 8:25.

Respectfully submitted by Mibs McCarthy, UUCMP Board Secretary