

UCC BOARD OF DIRECTORS MEETING

March 8th, 2016, 6:00-8:30 pm

Present: President Birgitt Paul, Vice President Lynne Weidel, Secretary Natalie Vernon, Treasurer Paul Howard, Past President Chuck Skinner. Members at Large; Mark Vinich, and Hailey Ellingham. Also present: Rev. Audette Fulbright. Guests: Terry Kreuzer, Senior High Youth Group Members Avalon Skinner and Shelby Shelves , Advisors Jennifer Heater and Karin Skinner.

President Birgitt Paul officially called the meeting to order at 6:10 with a Chalice Lighting. Mindful Meeting opening was waived due to the presence of guests and time constraints.

The Senior High Youth Group was present to request that their budget process remain unchanged for the upcoming fiscal year. Board has been working toward all parts of UCC budget being aligned with each group or activity having money allocated through the general budget and all fundraising be placed in the general fund. Currently the Youth group operates outside of this process raising and spending the money that they raise.

Finance Committee recommendation for this upcoming budget year were for the group to operate parallel to the budget with the hope that there would be a process to bring the Youth Group into alignment with Board goal. Jennifer presented 2 reasons why the group is requesting to remain parallel: 1) the group is new and not aware of member # and wants to be able to have that be fluid as people join or step away from the group and 2) the group is not very aware of their budget needs related to their start up status. Jennifer stated that through her conversation with UUA representatives, there were several other reasons to operate outside the UCC budget and plans to forward those to the Board for the next meeting. As the Board is hoping to discontinue the process of operating outside the general budget, the Board invited members to be a part of budget process in April. After reviewing all reasoning related to operating outside the budget, the Board will make a decision related to Youth Group budgeting at the next board meeting and let Youth Group be aware of final decision for the upcoming budget year.

Terry Kreuzer reported that she will resigning from her 10 year role of running the Wintermart and Spring into Arts Festivals. She would be able to help another person or group if it is taken up as such, but agreed in a separate conversation with Birgitt to provide contacts and timeline for another group or person to be able to coordinate this activity.

The subject of whether we are a mid-sized or small congregation by UUA standards was also discussed. At <150 members, we are a small congregation, and all financial decisions for the church are based on that criteria. Paul Howard will add the criteria for mid-size vs. small congregation UUA criteria to the Financial Reports, and this issue can be added as an agenda item to the next Congregational Conversation.

The board also discussed having this activity not be included in next fiscal year and gauge again next spring if it should be resurrected as part of fundraising efforts.

CONSENT AGENDA :

- Music Director's Report
- Director of Lifelong Faith Development Report
- February Board of Director Minutes
- Minister's Report

A request was made to take the Minister's Report off the Consent Agenda for discussion later in the meeting.

Chuck made a motion to approve the Consent Agenda. This motion was seconded by Lynne, and the Consent Agenda was unanimously approved.

President Birgitt Paul called for a vote of approval of the remainder of the Consent Agenda. This Motion was seconded by Natalie, and the Motion passed unanimously.

LIVING GENEROUSLY UPDATE: The current pledge drive was discussed. Obstacles were discussed and suggestions were offered. It was generally agreed that the Living Generously team was doing an excellent job. There is a concern that pledges will not meet target goal and may even fall short of level achieved during last year's process. Last year's campaign increased pledges a great deal and the concept of "shrinkage" was discussed. Audette explained that a congregation will sometimes over commit when excited and that contributors may recalculate after a year and determine that they have overcommitted. The next board meeting will be after a hard number has been obtained.

EARTH DAY ORGANIZATION UPDATE: Birgitt informed us that due to starting this effort too late, and the "Unifying Project" concept not being clear to the congregation, we would be scaling back what this event will be. The discussion centered on retaining the Earth Day Picnic idea. The Earth Day Committee will meet at 1:00 on March 16th and take all suggestions into consideration, including making this into a Fundraiser.

SAFE CONGREGATION TEAM UPDATE: The issue of problems with a former congregant was discussed. Birgitt and Lynne provided an update, with the additional information that the Safe Congregation Team will contact this person again about signing a covenant, and in the meantime relevant people, including Family Promise will be given documentation that this former congregant is not allowed on church property until the covenant is signed. The issue of the outstanding key needs to be resolved and will be pursued by the Safe Congregation Team.

APRIL/MAY FUNDRAISING: The Earth Day Picnic will be created as a Fundraiser for April, and Rev. Audette will talk to Gene Heater re: a Bingo Fundraiser for May.

INVENTORY OF CHURCH ASSETS: This has been completed and turned into the Insurance Company.

STAFF SALARY BENEFITS PACKAGE REVIEW: Paul presented the Financial Committees recommendations to the Board, which generated some discussion for clarification. The board approved the recommendation with the caveat that we reach pledge goal. If pledge goal is NOT reached, all budget items will need to be reviewed again.

COFFEE HOUR PURCHASES AND PRACTICES were on the Agenda, but deferred to the next Board Meeting.

LEADERSHIP DEVELOPMENT TEAM: Chuck reported that the team has been working on the Ballot of elected officials. The ballot is nearly complete, with a few key slots to confirm. This will be done by the next Board Meeting at which time the Board will need to vote approval. Chuck made a Motion that Tim Thorson be approved as a member of the LDT, Birgitt seconded this and it was approved unanimously.

BOARD OF DIRECTORS SUNDAY WELCOME: Rev. Audette brought up numerous issues from her work with the Membership and Worship Committees, related to the Board Welcome and Announcements at the Sunday Service. It was agreed that the Board Member for a given week would open the Service with the welcome and announcements. This time of service would be extended by 15 minutes until 11:45 to accommodate the announcements. There should be no more than 3 announcements, and the rest referred to where there is more information, usually the Order of Service. If there are announcements that are approved to have a

different person come up to deliver (Service Auction, Family Promise, COMEA etc.) that person should accompany the Board Member to the podium at the beginning of the service and wait their turn.

The Board member signed up for the Welcome/Announcements is responsible for finding a replacement if they cannot be present, and letting Shelly and Audette know as soon as possible. Board Member names will be printed in the Order of Service which Shelley creates on Thursday. Rev. Audette will send a reminder to the specified Board Member on the preceding Thursday, and Board Members need to arrive for the Sunday Service at least 15 minutes early (by 10:15) to check in and make arrangements with other “announcers” if needed. Rev Audette will write up the new scripts, which will alternate to include different additional information per week of the month.

THANK YOU GRID UPDATE: Nine congregation members were identified and thank you notes signed. Natalie will inform Birgitt so she can update the grid.

Important Dates:

Easter Day Activities: March 27

Next Board of Directors Meeting: April 12

Budget Summit: April 17

Earth Day Activities April 22-23.

Easter Day Play: March 27

Draft respectfully submitted for corrections March 15, 2016, by Natalie Vernon, Board Secretary

- corrections offered by Lynne Weidel and Birgitt Paul prior to distribution of the unapproved notes to finance committee
- corrections offered by minister prior to distribution of the unapproved notes to board for approval