

OUUC BOARD MEETING MINUTES

Thursday, November, 7 – 9:30 PM

OUUC – Classroom 3

We are a liberal religious community that opens minds, fills hearts, and transforms lives.

Board Officers Present: Arnold “Fritz” Wrede, President; Christine Parke, Vice-President; John Tafejian, Treasurer; Barry Zickuhr, Secretary

Members at Large Present: Rob Radford, Don Melnick, James Trujillo, Brian Coyne

Ex-officio Member: The Rev. Mary Gear

Members absent: Sarah St. Clair

Congregational members present: Karen Jackson, Eric Felch, Susan Kirkpatrick

Opening words: Mary

Welcome and Check in

Review Agenda: Campaigning/political activities at church (see Fritz’s email). Add to December agenda

Consent Agenda:

Approved, unanimous

Congregational Member Concerns/Comments

Leadership team here to observe and become familiar with the Board and the Board process

Ministerial Update

Ministerial Startup Retreat, 11/16 10:30-12:30, Potluck 12-1:30. Board, etc. afternoon. 1:30-3:30. Tandy Rodgers will facilitate. RACI charts with role clarification in afternoon. Please bring food for potluck. Going to be important to help recast the role of the board as not responsible for operations.

Policy governance with Roger Berchausen, 12/7 10-Noon. Roger is looking forward to meeting with us. Will be a Zoom call, may be better individually rather than all together. Basic Policy Governance info, to be recorded for future Board members. Nothing to read – not a whole lot out there. Report on how we got here is in the files (structure). Org chart needs some work.

Budget See report. We lost a few pledging units. Followup will happen. Initial goal was high (+6.5%) came in at +2%. Discussed different options, and implications of changes. Faith In Action and Community Life position salaries are still throwbacks to Pastoral size church. Essentially getting a stipend, with lots of volunteer time. For program size church, we need staff to fill these roles more effectively.

Community Life position hiring was not originally successful, was reposted, and we got one application who is ready to start.

Discussion - on alternative revenue, adding more resources on e-sales, and that PNWD has a Growth Fund (Mary is on the board). We could make a grant application to the fund to increase in the budget. Mary proposed a revenue task force. More discussion on options & clarifications. One option to do a

direct appeal to the congregation – this has been done before. If we drop UUA dues for one year, we can do Plan B with no change.

Decision – Adopt Plan B and drop UUA dues – would drop UUA dues to ~\$6000 and make a balanced budget. **Unanimous approval**

Discussed redrafting bylaws to change the FY to July-June in July 2020. We will plan to amend bylaws for the FY in Spring meeting, and work on calendaring before then for a presentation to the congregation.

Community life person will be on contract for a few weeks until the 8th, pending budget approval.

Congregational Meeting Planning

Ask Neil Marsh to be parliamentarian. Need to get the agenda out a week in advance.

1 We need to include an org chart as part of the handouts – Fritz will discuss this. Poster of org chart for commons & web site.

2 Mary will also talk about how she spends her time. What does the minister do in a Program church.

3 Presentation of budget. John will present the budget and current health of finances. John & Mary will work together on presentation.

Mention reviewing and revision of end statements and possible FY change. 2-3 minutes.

Fritz will close the meeting out.

Refreshments? After all church potluck (1:15pm)

Packet with budget, org chart, etc. needs to be printed. Barry will work with Darlene.

Skills of new members – question from Leadership Development Committee

Patience, listening, passion for OUUC, computer skills, facilitation.

Closing Mary

_____ Respectfully submitted by Barry Zickuhr, Secretary

Budget Proposal FY 2020

INCOME	2019 INCOME	2020 INCOME
Projected Pledge Income	\$431,074	\$439,522
Plate Offering Operating Budget	\$16,500	\$16,500
Plate Offering Benevolence	\$0	\$16,500
Auction Income	\$20,600	\$22,000
E-Sales	\$8,000	\$12,000
FEEs and Building Use Contribution	\$8,400	\$8,400
Interest Income		\$2,035
Other Income	\$4,000	\$1,382
Grand Total Income	\$488,574	\$518,339
EXPENSE	2019 BUDGET	2020 BUDGET
MINISTRY AREA - COMMUNITY LIFE	\$1,620	\$650
Member Services	\$760	\$500
Partner Church	\$710	\$0
Young Adults	\$150	\$150
MINISTRY AREA - EXECUTIVE/BOARD	\$92,427	\$71,860
Development & Nominating	\$800	\$800
Financial - Fixed - Dues	\$25,143	\$6,000
Financial - Fixed - Loans	\$53,204	\$53,211
Financial - Variable - Fees, Bookkeeping, Insurance	\$8,549	\$8,549
Fundraising	\$2,500	\$2,500
Leadership	\$800	\$800
Minister Search	\$1,431	\$0
MINISTRY AREA - FAITH DEVELOPMENT	\$7,075	\$9,080
Adult Education	\$1,000	\$2,000
Family Ministry	\$6,075	\$7,080
MINISTRY AREA - FAITH IN ACTION	\$4,400	\$20,800
Faith in Action - BENEV	\$3,500	\$20,100
General Support	\$650	\$700
Green Sanctuary	\$250	\$0
MINISTRY AREA - RESOURCE MINISTRY	\$36,017	\$38,148
Buildings and Grounds - Main	\$17,500	\$17,900
Caretaker	\$4,500	\$5,500
Kitchen	\$800	\$700
Office	\$13,217	\$14,048
MINISTRY AREA - SPIRITUAL LIFE	\$6,100	\$9,650
Addiction Ministry	\$100	\$50
Music	\$3,500	\$4,000
Worship Arts	\$2,500	\$5,600
PERSONNEL	\$340,936	\$368,151
A Compensation - Hourly	\$18,342	\$20,242
A Compensation - Salaried	\$233,575	\$249,367
A Life/Disability Benefit	\$4,326	\$5,109
A Payroll Taxes	\$16,499	\$18,272
A Professional Exp & Other Benefits	\$14,035	\$14,385
A Retirement Benefits	\$21,456	\$22,442
A UUA Med/Dent Plan	\$32,704	\$38,334
Grand Total	\$488,575	\$518,339