

OUUC BOARD MEETING MINUTES

Thursday, September 10, 7:00 – 9:00 PM on Zoom

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

Board Officers Present: James Trujillo, President; Christine Parke, Vice-President; Jason Martinelli, Treasurer; Barry Zickuhr, Secretary

Members at Large Present: Brian Coyne, Sally Alhadeff, Diana Finch, Rich Kalman, Wendy Endress

Ex-officio Member: The Rev. Mary Gear

Members absent:

Congregational members present: none

Opening words: Wendy

Check in

Review Agenda James reviewed the agenda.

Consent Agenda - December Congregational Meeting Date, 12/12/2020 (10am-noon)

Congregational Member Concerns/Comments none

Ministerial Report

Question – what is a dashboard? As part of the retreat we will work on monitoring policies, and then display some information every month like attendance, and other issues we deem important to monitor monthly.

Realm is 99% done with some cleanup issues remaining. Like people going back to pay past pledges, etc. We may never get to 100% as there are always things changing.

The bookkeeping company gave us a reduced price for 3 months, which ends this month. We will keep them on indefinitely, and it is in the budget for next year. We have the funds, and they know realm and our policies.

Question – there is to be an annual review of the ministerial agreement. Is there a plan for that? Rev Mary does not know of one. James noted we have had discussions but not had a formal review. Rev Mary will provide the board with the agreement, and the board will review it individually, and then use time at a board meeting if there are any questions.

Budget development is coming well. There will be a big ask this fall. Staffing changes are about \$13000-\$14000 and getting back to right relations with the UUA is \$20,000. Rev Mary did not put in funding for an intern minister. Suggested compensation is \$20,000/year, which is both a financial investment as well as the educational investment. This may not be the year to add that to the budget.

James verified that our staff are being fully utilized. Staff are working outside of their job descriptions and there is plenty of work for all.

Committee Reports

- Financial Report

UUA provides a service for people to donate stocks to sell and convert to liquid funds. We had previously worked with Vanguard, which has been tough. We will close the Vanguard account and utilize the UUA service from now on as it's easier to use for stock conversions.

Our Key savings account is down to .01% interest, so we are looking at other options.

- Capacity Planning

Capacity task force is: Frank Taylor, MaryAnn Thompson, Jerald Dodson, Tim Ransom, Polly Taylor, Marie Arensmeyer, Chris Parke, and Rev. Mary ad hoc

Realm has a way to keep attendance. Sally has road tested the proposed policies and the only issue was central hand sanitizer, but everyone has that in their car.

Concerns about hard of hearing accommodations and that everyone would have to remove masks to be lip-read. There were questions about ventilations.

Restrooms – Marie would like to have the two large restrooms closed and we use just the smaller restrooms with one person at a time. Marie also wants to have 6’ stickers for the floor, signs about the restrooms and lids on the toilet seats. This was agreed to by the committee and these were purchased and installed.

OUUC pandemic covenant, and the committee thought this should come back to the board. There was discussion about the term “Covenant”.

This might be a good thing to use Board Listening Sessions for – this would be a good educational process.

Discussed the process of adopting or formally accepting this and implementing the protocols. There is consensus to move forward implementing these protocols.

- **Revenue Enhancement**

Has not met since last board meeting. If we pay the mortgage off early, there’s a \$20,000 penalty. However if this is done in the last 5 years we will save \$60,000 in interest so it would be paid off.

Discussed the Holiday Bazaar Auction.

Assuming \$0 for church rental this year.

Noted that BBB is not happening this year, and then discussed the possibility of changing the Fiscal year.

Changing to a July/June Fiscal year would align us with UUA.

- **Stewardship**

Reported on gifts, key dates and items coming up. James volunteered to do the Board message with Sally B.

Discussed commitment, board getting their pledge in prior to the end of September.

From the Stewardship team:

Our campaign theme is Together in Spirit

Sub-themes include

- united by love,
- connection always, no matter what, especially now
- hearts open
- listening to each other and to spirit

Our robust campaign includes:

1. Sept publicizing stewardship is coming at group meetings.
We are encouraging the board and stewardship team to lead by pledge early in the campaign)
Here is a link to pledge: <https://www.ouuc.org/giving/pledging/>
2. early Sept calling 50 people that are involved at OUUC but not pledging to invite them to connect more (Sally)
3. late Sept calling 240 people that pledged in 2020 to check in and remind them stewardship coming (stewardship team)
4. 9/30 mail stewardship materials
5. October three Sundays where stewardship is part of the service (10/4 sermon, 10/11 video testimonials, 10/18 more testimonials, team appeal)
6. Sat Oct 10 stewardship serenade music event
7. Sun Oct 18 drive thru event live at church to pick up thank you
8. Oct 21-Oct 31 call 40+

August Minutes change

Barry clarified the notes in the August Minutes. Minutes were **approved, unanimous**

Retreat agenda & Consultant Process/cost

Roger B. has 2 different proposals, \$2500, and another \$5000.

Discussed the processes. Starting on the 19th, he would lead the discussion and start a healthy congregation team. This would end with a survey for us to start the vision, mission, ends statements.

The higher price would include listening sessions with small groups to update the vision, mission and ends statements. This would provide new data for us, and will be more work. It will be a time demand for the cottage meetings.

Decision is which option we want to move forward on.

MST noted that their dataset was not significantly different from the prior MST. However times have changed. Are we engaging the congregation in ways that provide better information. Is this worth the extra \$2500?

Discussed moving the date, intent of meeting, costs, pushing it off to winter, etc. Question about where the extra money would come from. Budget is actually pretty good right now.

Essentially the first process is the Board analyzing past questions and bringing a new mission, vision, ends to the congregation.

The higher cost is for the board to go to the congregation to reask those questions, and then build the mission, vision, ends.

There has been a lot of dissatisfaction with the ends previously created by the Congregation. There seems to be a general feeling that we are missing a cohesive vision for the congregation.

Question on why we need to decide asap, and the issue is that Roger needs to know asap.

Question on when the MST collected the data, so that would have been 2017.

Proposal was to have Roger could help us at the 19th meeting to help facilitate a conversation on how we are going to proceed.

*The board authorizes expending up to \$5000 for the vision, mission, ends process with Unity Consulting but it is contingent on a zoom call and formal proposal from Unity Consulting Prior to the expenditure. **Approved unanimous***

Review new business and assignments for next meeting

Tasks and assignments:

James will represent the Board on the Stewardship video

Jason will do the monthly board video

For next meeting (Thursday, October 8)

Brian will do opening & closing words

Barry will grade the meeting

Closing Diana

Respectfully submitted this 10^h day of September, 2020 by Board Secretary, Barry Zickuhr
