

OUUC BOARD OF TRUSTEES MEETING MINUTES

Tuesday, January 21, 2025, 7:00 – 9:00 PM on Zoom

A loving, just and healthy world. We welcome, and wonder, embrace, and empower, bridge and become.

- 5 **Board Officers Present:** Susan Moon, President; Jeff Goltz, Treasurer; Rich Kalman, Secretary
Members at Large Present: Tami Black, Arlene Colerick, Lee Doyle, Dieter Jacobs, and Karmel Shields
Ex-officio Member: The Rev. Mary Gear
Members absent: Sally Alhadeff, Vice-Pres.
Congregational members present: John Crutcher, Tiffany (Andres) Felch, Joe Joy, Fritz Wrede, Frank Turner
- 10 **Opening words:** Arlene
Check in everyone

The Minutes of the December 17, 2024 Board Meeting were accepted as revised.

Susan reviewed the agenda.

- 15 Liaison reports were accepted.

Ministerial Report—

- Rev. Mary asked for questions regarding her report submitted earlier. Susan asked about the one remaining furnace. Rev. Mary confirmed that it is failing.
 - This past Sunday was our second Sunday of two services. One hundred ninety-two people attended (including those on line).
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Governance: Budget Process

- **Susan** reviewed the timeline and the required steps in creating and approving the budget, as specified in the Bylaws and Governance Policy. See slide (number?) from her presentation for Board Sunday.
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Aspirational Budget Ask

- This budget will be given to the Stewardship Team and they will use it to raise money. The budget aspires to provide:
 - funds for continuing two services next year,
 - just and equitable health benefits to all qualified employees,
 - the salary for a new quarter-time staff member for congregant engagement,
 - additional administrative staff time which incurs the cost of increased benefits.
 - funds to enhance the beauty of OUUC now and in the future.
 - The original ask amount was \$601,800 of which we need 97% which would be \$584,000. Jeff suggested that we revise the Aspirational Budget to get it below \$600,000
 - **The board voted unanimously to approve the Aspirational Budget with the following exceptions: the overall pledge request be reduced by \$8000, and revenues from the Share the Plate offering and interest income be increased by \$2000 each and we add \$2000 for rental income.**
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Solar Panels

- The task before the board is to figure out a process for deciding what to do about the Environmental Action Team's request for solar panels. The board would like the Environmental Action Team to be aware of the board's role and the board's decision process. Approving the request will require the board to either remove one or more pending projects on the list of capital projects, or to find additional funding for the solar panels. Board members and Rev. Mary raised a variety of questions that will need to be answered before making these decisions. Susan listed the Capital Campaign projects that are waiting to be started, and the funds that have been designated for these. The board will need to prioritize the Capital Campaign projects as well as the potential solar panel project.
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Legacy Giving Policy

- Susan reviewed each of the changes to the policy. **The board voted unanimously to approve the revision of the Legacy Giving Policy.** This is a part of our Governance Policy. Susan will send the updated LGP to Rev. Mary for the website and to Rich for OneDrive.

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Stewardship Kick-off Dinner

- Karmel outlined plans for the menu. **The board unanimously approved an expenditure for up to \$500 for main dish and other food for the Dinner.**

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Next Meeting February 18, 2025 Topics and Review Assignments

- **Rev. Mary** will revise the Aspirational Budget
- **Susan** will send updated LGP to Rev. Mary for the website and to Rich for OneDrive.
- **Karmel** will organize the food purchases and the food preparation for the Stewardship Kick-off Dinner. The **other Board members** will make dishes for the Stewardship Kick-off Dinner—to be organized via email (by **Karmel**).
- **EAT and Rev. Mary, Jeff, Dieter and maybe Susan** will meet with OCS to get answers to our questions. Rev. Mary, Jeff, Dieter and Susan will decide who will provide the written proposal including a budget, that will come back to the board.
- **TBD at a future meeting:** The board will discuss whether we are financially able to support the solar panel project, and also if solar panels are a priority capital project. The board may also consider other forms of funding beyond our collected capital campaign funds (e.g. a loan, another dedicated capital campaign).
- **Grading Rubric:** Karmel
- **Opening and closing words:** Lee
- **Grading the next meeting:** Dieter

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Liaison Reports & Agenda items due: February 15, 2025

Grade the Meeting: Lee reviewed the meeting and graded us 10 out of 10.

Closing words - Arlene

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Pending Business as of January 21, 2025

1. Follow up on the Reserve Study Task Forces report & recommendations
2. Review Board Goals from Retreat
3. Decide on Solar Panel Project
4. Stewardship Dinner

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Review Key Deliverables

- Revise policy governance manual, endowment policy – Susan (Jeff);
- Review and approve the vision of governance (part of above);
- Determine the process for adopting a behavioral covenant – Rev. Mary and board; completed
- Form and support a fundraising committee – Arlene;
- Prepare the congregation for Rev Mary's sabbatical – Arlene & Board;
- Host a Thursday evening dinner – Karmel.

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Five year cycle of review identified 1-20-24

- Governance (policy and bylaws, manuals) (started 2023-2024 church year)
- Congregational covenant
- Capital needs and campaign
- Mission/vision

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- Strategic planning

100 Respectfully submitted this 18th day of February, 2025 by Board Secretary, Rich Kalman.
