

Unitarian Universalist Society of Sacramento Board Minutes December 20th, 2007 Meeting

Board Members Present: Margaret Wilcox, Denis Edgren, Lisa Malkin, John Abbott, Carole Byers, Judy Morrison, Fred Schlaepfer, Celine Walker, Barbara Hopkins, Terry Preston, Connie Grant

Staff present: Connie Grant

Board Members Absent: Kate Throop, Judy Chiginsky

Staff absent: Doug Kraft, Dave McMorris

Vice President Margaret Wilcox called the meeting to order at 7:04 in the absence of President Kate Throop.

Guests Present: Rick Caughey, Christine Bailey, Bill Becker, Joan Rubenson, Sharon Alexander

Guest Comments: Is it possible to get a Board of Trustees Meeting agenda ahead of time?

Review Agenda: No comments

Consent Agenda: Fred moved to approve the minutes of the November 29th, 2007 Board Meeting and Judy Morrison seconded.

Motion passed unanimously.

Guest Report: The Green Sanctuary Team presented an update and schedule to the board. The Green Team will take their application to the Congregational Meeting for a vote in May. The projects the team are working on will not count until we are accredited. The team is into step two of the accreditation process. By March, the team will be working on the 12 projects necessary for a comprehensive program. There will an energy audit scheduled for December 30th, 2007 with Stephen Brennan, an energy engineer from the Davis UU church. He will be accompanied by Dave Mc Morris, Bill Becker, and Christine Bailey. The Green Team is asking the Board of Trustees whether this energy audit report, with its alternatives for making our campus more energy efficient, can and should be folded into the congregation's April 2008 "Searching for the Future" visioning process.

Ministerial Matters: A motion to accept the Housing Allowance of \$31,000.00 for Doug and \$22,800.00 for Connie was proposed by Denis Edgren and seconded by John Abbott. The motion passed unanimously to accept the figures as presented. Doug noted from his written report that the task force to address his concerns is moving forward. The Committee on Ministry is organizing a congregational survey as requested by the board. It will go to the congregation late March/early April. His fall "Spiritual Journey" group finished this month and "Sharing the Path" are developing well with 12-20 people at each meeting. He stressed the importance of one-on-one conversations between congregational leaders and new people. The PCD growth conference is January 12th, 2008 and the workshop with Carol Czujko is scheduled for late January. Connie reported that approximately 30 people attended the Welcoming Workshop on December 8th, 2007. She reports Bob Shebesta stepped down as the Membership Committee chair and she will be working on finding a replacement for him.

Operational Matters:

Treasurer's Report: Denis noted that in January, February, and March, pledge income historically trails projected budget.

Income YTD is 109% of budget and expenses are 99% of budget. YTD plate collections are 24% above projections.

Pledge income is ahead of budget and plate income is above target.

Finance Committee update: The committee met December 6th. The RE roof loan refinance has received underwriter approval as of December 10th. Relayed to committee the decision to table the PCD dues catch up proposal until the February BOT meeting. The FC requested detailed "spending priorities" from several committees to allow the committee to prepare a rough budget for the BOT April 30th, 2008 with the goal of the committee to have a final budget ready for May 2008.

Crab Feed Fundraiser update: Barbara passed out packets of tickets for BOT members to sell. Kathryn Young has designed a flyer for the event. There will be an article in the Unigram. Board members signed up to assist at the event and provide needed food items. Additionally, board members signed up to contribute an item valued at \$25.00 each for the silent auction. Les Corbin will provide entertainment. The price for the crab is \$4.35/lb before cracking and cleaning.

Personnel Committee update: The committee was recently formed with Margaret Wilcox serving as the liaison to the BOT. Marcie Mortensson is chair, with members Linda Clear, Jeff Voeller and Tami Buscho. The current personnel manual is being reviewed. A timeline was presented. Jan/Feb will look at job descriptions, Mar/April will look at the evaluation process, May/June will look at the application process, July will look at the grievance process and Aug/Sept will look at revisions and compensation policies.

Administrator's Report: Dave McMorris was on vacation.

Organizational/Relationship Matters:

Update on the Compensation Covenant Task Force: Margaret Wilcox as chair met with Doug. They, plus Taylor Carey, d Judy Bell and one other member to be named will meet again in January. They will be looking at issues as well as processes and procedures to ensure greater clarity in the future. Recommendations to be part of the budgetary process in May. The question was raised; does a letter of agreement contain dollar figures?

Carole Czujko report: Terry spoke of Carole's recommendation to turn the rental properties over to a property management company.

Will this be a benefit and what do we want the company to do for us?

Report from PC liaisons: Fred and Celine report the sign approval process is moving forward. The PC touched on Carole Czujko's report and felt it provided more general direction than specifics. The All Ages Committee and the Caring Committee both need chair heads. The Public Forum on January 20th, 2008 will be the Betty Ch'maj Fund event for 2008. It will be Clarence Darrow, Search for Justice and donations will be accepted.

Congregational Meeting March 16th, 2008: An article will be in the January Unigram explaining the Search Committee and the amendments to the UUSS Constitution.

Other: Celine would like the Stewardship Committee to visit a Board of Trustees meeting.

Recap-Parking Lot-Dates to remember:

January 6th, 2008-Congregational Conversation with Margaret and John scheduled to attend.

January 12th, 2008-Larry Peers workshop in Berkeley.

January 15th, 2008-Executive Committee 6:30

January 24th, 2008-Board of Trustees regular meeting 7:00

Meeting adjourned,

minutes respectfully submitted,

Lisa Malkin, Secretary