

**UUSS Board of Trustees Meeting Minutes**  
May 26, 2016

Board Members Present: President Linda Clear, Vice-President Linda Klein, Secretary Gordon Gerwig, Carl Gardner, Carol Jacobs, Janet Lopes, Dennis Pottenger

Board Members Absent: Treasurer Denis Edgren, Shirley Hines, Skylar Primavera

Staff Present: Rev. Roger Jones, Rev. Lucy Bunch

Staff Absent: None

Guest: Jim Eastman

**1. Welcome**

- a. President Linda opened the meeting at 7:00 p.m.
- b. Carol did the centering.

**2. Consent Agenda**

- a. The April BOT minutes were approved unanimously.

**3. Lay Leadership, Staffing Ratios—Roger**

- a. Roger responded to a parishioner's concern that a congregation of our size can't afford two ministers. His response is in the Drop Box, 2016-05 May, "staffing ratios for our size 05 26 2016.docx".
- b. Our ratio of program staff/Each 100 parishioners is 2.82, below both maintenance levels of 3.3 and well below growth of 5.0.
- c. It's always possible to hire more staff if the congregation were to pledge more.
- d. It's not clear what staff we would need--we're not overstaffed, and we're doing really well with the staff we have. The staff is not complaining they're overworked.
- e. With current staff we're doing a lot more than in the past: Renovated building, fellowship for young adults, gen-x, boomers, and senior citizens.

**4. APMT Report, Linda C. & Rev. Lucy.—Admin Property Management Team:**

- a. No meeting today--not enough attendees.
- b. Patty Taylor has made a couple of proposals, one of which she would be willing to make and donate for the wall by the piano. There are seven blue vertical bars woven like lattice representing the seven principals of Unitarian Universalism. She may ask to be reimbursed for materials which might come to \$500. She is looking for guidance from the Board to get it approved. She should submit to the Aesthetics Committee for ultimate

- approval. Size to be 7 feet by 7 feet, weighs 75 pounds.
- c. The second proposal is to put out an RFP for local artists that might be willing to donate their art to UUSS.
  - d. There space between the sanctuary and RE building that could hold a sculpture.
  - e. Taylor, Annie, and Glory planted recently--thanks to them.
  - f. Master Singers could sing here--1st United Methodist holds 500, and gives them a good price. No room for singers to gather prior to a concert.
  - g. **Monument Sign, Jim Eastman.** Jim & Linda C. went to SignTech.
    - 1. Designs and costs (\$12,371.70) are in the Drop Box.
    - 2. Sign Tech will do everything except the electrical. We have existing conduit but it is not up to code.
    - 3. Would be nice to be able to view similar installed signs.
    - 4. **It was moved, seconded, and passed to accept Design 3 (acrylic stucco, concrete low wall and text/logo over foam on concrete base/foundation).**

5. **Treasurer's Report.** The Treasurer's Report is in the Drop Box.

- a. Linda C. gave the report in Denis' absence.
- b. YTD income is 99% of budgeted.
- c. Expenses are 96% of budgeted.
- d. YTD we are \$4,900 in surplus.
- e. Auction net income was \$25,300.
- f. Budgeted building rental of \$36,000 will probably not be realized, about \$5,000 short, but with minimal marketing effort. Rental info on web site last two months.

6. **Fund Raising Strategy Team (FRST)**—Linda K.

- a. FRST met last month, major topic was legacy gifting. Cathy George and Karen Gunderson are in charge of the brochure.
- b. The theme is "Pass on your values."
- c. There is a "Legacy Intention Form" that can be filled out for members' planned giving.
- d. Still no decision on whether or not we want a Sobon auction.
- e. We made about \$1000 on the cello/piano concert.
- f. No final stewardship figure. As of May 16th the total actual pledges were \$423,000, 255 pledges received. There are 83 outstanding pledges-- people who've pledged in the past. \$492,000 if their pledges remain the same. We aimed for \$488,000.
- g. Ginny will stay on for pledge drive next year. Cathy George, Eric Ross also, Carl will remain as liaison. June 19th wrap-up meeting scheduled.
- h. Giving tree rocks need to be installed.
- i. It would be good to have a facilitated retreat for strategizing fundraising over the next two years. Meeting next Wednesday to discuss.

7. **Membership**—Linda K.

- a. A chart was shared showing attendance each Sunday.
- b. There is a new member reception at Roger's house Sunday June 5th.
- c. Collection is in hand.
- d. New member photo opportunity June 5th after the service.
- e. On June 8th there's a membership class, 16 have RSVP'd. The 15 new members will attend.

8. **Program Council**—Carol.

- a. PC is honoring its chair people. In June there will be large cakes to go along with the flower theme.
- b. It might be a good idea for the PC to meet with the Board annually, possibly around budget time.

9. **Minister's Reports.**

- a. Roger's report is in the Drop Box.
  1. Pete Larson is in serious pain. Had to go to hospital after a recent service.
  2. Thelma White fell and sustained a serious head injury.
  3. Pastoral Committee could make referrals to the Friends in Need group.
  4. Bike Refugee event went well but was time consuming, two hours. Still possible to donate. Welcome kits will be given to families as they arrive. The Turners should be recognized for their work on this event.
  5. Last Sunday in August UUA Presidential Candidate, Susan Frederick Gray, will speak to UUSS. Roger organizing a reception for her.
- b. Lucy's report is in the Drop Box.
  1. Wrapped up Beloved Conversation group.
  2. Group members are engaged with the Black Lives Matter movement.
  3. BLM forums: June 12th and July 17th. Board members are encouraged to attend.
  4. Social Justice Theme: Planning Team thus far is Eric Ross, Sally White, and Cathy Hackett. Need a couple more planner types. Preach on the theme, action: find a community partner.

10. **Board Business.**

- a. Need to set the meeting for Black Lives Matter on August 7th. Forums on June 12th (10 a.m.) and July 17th. It will take a congregational meeting and a congregational vote. Decision on where to hang the banner. Money

needs to be raised, samples looked at. A more complex issue than just a banner.

- b. June Community Partner is the Relationship Skills Center, has lost its grant funding, is a new organization, but is not a 501(c)3--has applied for it. We will make the July Community Partner, Welcome Home Housing, the June recipient and defer a decision on RSC to a later date. 501(c)3 status may not be a stamp of approval in this case. Linda C. will call Colleen S. to get some clarification. Colleen may need to submit a new qualification form.
- c. Executive Committee June 9th.
- d. Next Board meeting May 23rd.
- e. Kathy Hackett will be a virtual delegate to UUA.
- f. Linda K. is the next Centerer.

11. Carol did the closing.