

UUSS Board of Trustees Meeting Minutes

November 19, 2015

Board Members Present: President Linda Clear, Vice President Linda Klein, Treasurer Denis Edgren, Secretary Gordon Gerwig, Carol Jacobs, Janet Lopes, Skylar Primavera

Board Members Absent: Carl Gardner, Shirley Hines, Dennis Pottenger

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

Staff Absent: None

Guests: None

1. Welcome

- a. President Clear opened the meeting at 7:07 p.m.
- b. Janet did the centering.

2. Consent Agenda

- a. The October BOT minutes were approved unanimously.
- b. The Board approved Roger's proposed calendar for the 2016 Community Partners which had been selected at the October Congregational Meeting:
 - i. January- St. John's Program for Real Change (Shelter for Women and Children)
 - ii. February- Wind Youth Services
 - iii. March- Family Promise of Sacramento
 - iv. April- Unitarian Universalist Justice Ministry of California
 - v. May- Welcome Home Housing
 - vi. June- Relationship Skills Center
 - vii. July- Alzheimer's Association of Sacramento
 - viii. August- Children's Receiving Home
 - ix. September- Mustard Seed School
 - x. October- Sacramento Senior Safe House
 - xi. November- Sacramento Food Bank & Family Services
 - xii. December- Loaves & Fishes

3. Lay Leadership Activity. Goals that came up during the Board Retreat:

- a. How to be more inclusive.
- b. Think about how we can be of service to future generations.
- c. Live our values.
- d. Move from being a *source* for healing to a *force* for healing (mission statement).
- e. Bolder, open to risk, less risk-averse, putting ourselves out there.

1. Choosing a church theme, possibly for a year. UUA has chosen its book for the year, *Just Mercy*. Perhaps have a class and encourage everyone to read it. It's about people who have been incarcerated unjustly.
 2. Engage more deeply with study and action.
 3. Allison Claire was an attorney for convicts on death row--possible resource.
 4. Attend and speak at City Council meetings, as a faith community. Offer rides to UUSS members (including youth). Also State Assembly & Senate.
 5. Sponsor a Syrian refugee--support possibly unpopular causes (possibly garnering negative attention).
 6. We can put up political signs for causes on our campus, not for candidates.
 7. Make the church available for overnight groups advocating certain causes.
 8. The Board will discuss goals and risk taking at a future meeting.
 9. Certain members of the congregation may not always endorse boldness.
4. **Building Project Update.** The last payment to Jackson was made a week ago. Steering Committee considers itself done. The task force for aesthetics is working. Patty Taylor, Mary Howard, and Shirley Hines are proposing a design rule for behind the Welcome Table that's not art, just some sort of general design, and a collage of UUSS history in the office. Batik that used to be in foyer to be moved to library. Wall decoration is an ongoing project. Aesthetics Task Force wants to keep library neutral, but there is some Board disagreement--maybe hang the UUSS collage in the library, for example.

Janet will ask the Aesthetics Task Force to present a detailed wall plan to the Board.

The last change order will be \$13,600 for a group of items, approved and paid to Jackson.

There are some final expenses associated with the building project, including drainage and security, probably will total about \$10,000. We have about \$53,700 left which does not include a monument sign, but does include the final expenses and the landscaping. We still need to fund the sign and paint the R.E. building. Given the \$20,000 we used from last year's operating surplus for this year's operating budget, the funds will not be deployed at this time. The monument sign may have its own fund drive. Two estimates were both less than \$10,000.

5. **Treasurer's Report.** The Treasurer's Report is in the Drop Box. We're looking good for the first four months of the year; in the month of October, we brought in about \$7,300 more than we budgeted. October expenses less than budgeted. Loan was just funded so we've spent \$7,000 or \$8,000 less in interest than budgeted. Building use income is less than budgeted. Utilities are running more than budgeted. YTD net income \$5,800 more than expected, and YTD expenses \$7,000 less than budgeted. We are, however, using \$20,000 from the previous year's surplus as income, amortized monthly. Pledge income \$3,400

more than budgeted. There is a brainstorming meeting on increasing the building use income this Sunday. The web site is about ready with all the rental information. In December-January time frame staff raises will be considered; proposal to come from Personnel Committee.

6. **Fund Raising Strategy Team** (FRST). This includes Stewardship and fall and winter fundraisers.
 - a. **Aloha Dinner.** Proceeds to be used to paint the R.E. building.
 - b. **Nicholas Dold Recital.** To perform on December 10th at 1 p.m. and 7 p.m. All proceeds to go to pay down the debt. Linda Dawson to be the page turner.
 - c. **Roger Jones One Man Show.** January 23rd. Roger's life story thus far. \$50 ticket.
 - d. **Stewardship Kickoff Sunday.** February 28th.
 - e. **Dance with No Diva's Band (Karen Gunderson).** March 12th. Not a big fundraiser, but there will be a basket for free will donations. More of a "fun raiser."

Meg Burnett as Music Committee chair has an idea for a dance that might cost some money.
 - f. **Spring Auction Dinner.** April 16th, proceeds to go to Operating Budget.

At some point the Board will lead the congregation in "Bringing Down the Debt", to be sung to the tune of "Bringing in the Sheaves"; details to follow.
7. **Program Council.** Activity Fair to occur April 24th. Earth Justice and Family Promise will each have their own group. One new group, 20-30, so with the senior group we have both ends of the spectrum. Deirdre's attendance at the Membership meetings is seen as a very good thing but may not always happen.
8. **Membership.** Membership met on Sunday, November 15th, and is reported to be a happy group. We don't have enough hymnals or enough hymnal carts. We're not getting more hymnals because next year all of the hymns will be on the video screen; some members can't see that far so we'll still have some hymnals available. For now, give one per couple. We have 350 chairs. Average Sunday attendance is 250-300. Hymnal count shows 222 gray and 167 teal. We have one person asking newcomers if they'd like a name tag. So there's a long line at the Welcome Table to get name tags, and the 20-30 group or senior group is mentioned.

We have a "Chalice Lighter" grant that will happen in January to purchase the projector, but we won't get the money until March or April. Loop system still a problem for folks who wear hearing aids. Spiritual practices and exploring for newcomers are quite effective. At a recent exploring (for everybody) we had 14 members and 11 newcomers--all in conversation about principals. Attendance is in an upward trend.

9. **Minister's Reports.**

- a. Roger's in Drop Box. This Sunday doing new member recognition. Kate Kennedy, 39, will be introduced, went to Star King School, a hospice minister. She will join and would like to be an affiliated community minister.

Roger is going on sabbatical during the 2016-2017 church year, probably beginning in the fall. Letter of agreement says 1 month for every year of service, maximum of six months. Roger has been here eight years, coming up on year nine. We might have a seminary intern during Roger's hiatus. The UUA stipend for a full time intern is specified at \$1700 per month (total stipend, not including housing), for nine months. Housing would be a plus if it could be provided by UUSS at no cost to the intern, in which case either the stipend could be reduced or left at \$1700/month. If UUSS wants to do this we should advertise soon. \$3666.76 in the sabbatical fund. We need about \$15,300 for nine months. We will probably have to pay moving costs and provide housing. Some congregations will make offers in January. Some funds freed up for guest preacher honorarium. \$2,000 from endowment possible. Still need about \$10,000. Religious Services Committee needs to be in the discussion loop. Intern would fill the pulpit once a month, plus lay speakers, although Lucy would pick up most of it. Lucy's administrative tasks are substantial.

There is a letter of agreement for Roger covering the sabbatical, but it may not be signed.

Advertising will commence immediately. The Board will discuss further and vote on the internship plan next month. Need to tell the congregation at some point about the sabbatical, probably after the internship has been sorted out.

- b. Lucy's in Drop Box. Stanton says the fire alarm goes off almost every day. A lot of getting used to the building. When Jolene left we didn't replace 10 of her hours, we now have one 40 hour person whereas previously we had one 20 and one 30. When the rental program is in full swing we'll have to see how it sorts out. Could have Michele or Miranda pick up the slack. Lucy is doing the work that Jolene used to do that Stanton doesn't have time for--creating lists in PowerChurch and

sending email to newcomers, tracking attendance, etc. Michele has taken over some of Stanton's former tasks.

10. Board Business.

- a. Next meeting December 17th. Lucy, Linda K., and Skylar will not be here. Beginning in January we returned to the 4th Thursday of each month.
- b. Executive Committee is December 3rd. Lucy and Linda K. will not be here.
- c. Linda C. is the next Centerer.

11. Janet did the closing.