

Draft
UUSS Board of Trustees Meeting Minutes
Feb.23, 2017

Board Members Present: Pres Linda Clear, VP Margaret Wilcox, Treasurer Gordon Gerwig, Secretary Janet Lopes, Carl Gardner, Dennis Pottenger, Sally White, Kathy Bernard, Denis Edgren
Board Members Absent: Erik Jensen
Staff Present: Rev. Lucy Bunch, D. Scott Cooper
Guest: Jerry Houseman

Welcome

Pres Linda opened the meeting at 7:02 p.m.
Carl Gardner did the centering. We recited the Board covenant.

Consent Agenda

The January minutes were approved unanimously.

Campus Security and Neighbors - Jerry Houseman

The Black Lives Matter banner process worked very well. Now we have a similar issue with campus boundaries having to do with equity and diversity. He feels we treat our boundaries differently based on who lives to the north, south, east and west. He compared the different fences we have based on who lives on the other side. Neighbors to the north are separated from us by an imposing fence. They are primarily people of color. His involvement in Beloved Conversations has brought this to the fore. He would like to set up a Task Force to look at the issue of our back (north) fence. Two people have offered to be on the task force. He would like to address the issue this year, if possible. Pres Linda mentioned that the APMT has said yes to a task force and the process for the Black Lives Matter banner is a good model. Jerry pointed out that while there isn't intentional discrimination here, this is de facto segregation and an opportunity for outreach to neighbors. Jerry left us to discuss it. Kathy B. mentioned another group she's involved in at church has talked about this issue and that some people feel strongly about it. **MTA - Board will form a Task Force to brainstorm options for the boundaries of our church property with a focus on west and north to be led by Jerry Houseman. Jerry should come back with suggestions for 5-6 task force members by our next meeting. One member of the group should be a member of the APMT.** **Motion: Dennis Pottenger Second: Margaret Wilcox Unanimous vote to approve.** Pres Linda will inform Jerry.

Social Justice - Sally White & Rev. Lucy Bunch

We won't have the housing inequality (homelessness) workshop. It's too similar to what is already going on in the Congregation. Rev. Lucy, Sally Wilkins, Karen Gunderson, and Sally White met and agreed that we should go in a different direction. Sally, along with Darcy McGaffic, will work toward increasing ties with a group called Indivisible, which focusses on political action to help make our issues known to our Representatives. They are in the very beginning stages of working on this. Rev. Lucy will focus on Sacramento Area Congregations Together. Per Lucy, we are seeing a general uptick in interest in our Social Justice activities. The SJ group likes the idea of having an annual theme, like Confronting Economic Inequality. They think it helps keep the Congregation

engaged. Lucy thinks we need to keep the SJ book group and movie night going as people seem very interested in them. Someone else needs to take on the job of keeping them going. Christine Bailey and Lucy have looked into various Interfaith groups and believe we should join Sac. Area Congregations Together. Lucy has already talked to UUSS members who will be liaison to SacACT committees and foster our involvement. It puts us out and active in the Sac faith community. Lucy & Scott attended a clergy breakfast that impressed them. There are dues to join. Rev. Lucy suggests us joining at a higher level with dues of \$250. **MTA - We join Sacramento Area Congregations Together and pay dues of \$250. Money to come from the operating budget. Motion: Sally White Second: Dennis Pottenger. Vote was unanimous to approve.**

Dennis P. added that the UUJM Social Justice training is coming up on April 15 here at UUSS from 9:00-4:00. No charge. The focus is on legislation. Advertising to UUSS can occur in the Unigram, Bluesheet, and Weekly Message. We do not need to advertise it to other UU congregations.

Treasurer's Report - Gordon Gerwig

The Treasurer's Report is in the Drop Box, on the Finance Cttee page of the UUSS website, and attached to these minutes. Our property tax bill may go down slightly because part of our property can qualify as exempt (parts that we use solely for church activities). The bill may go down by about 1/3. Currently we're in good position financially. Property use income is a highlight - well above budgeted amount. It was requested that Gordon show the amount of the fluctuations of our Funds on a monthly basis in his report. Budget: Gordon handed out the latest rewrite of the budget. Gordon thinks that the \$505K is too low for the proposed budget. \$505K is a starting place, we could go higher. We should re-visit staff pay raises to work at trying to get experienced staff to the mid-point of UUA guidelines. Finance Cttee should look at salaries, get info, and bring it to the Board. We need to plan on keeping flood insurance. We hope to retire the \$20K borrowed from the Building Fund at the end of this FY. Per Denis - Insurance Broker has suggested changes that would lower insurance payments by about \$2400/yr. Timetable for budget: next month discuss salaries and vote in April.

Long Range Planning - Margaret Wilcox

a. Starting to form a group. Karen Gunderson has agreed to join. Margaret would like to wait until Roger is back to start on this seriously, but will assemble a group in the meantime and prepare by reviewing how we've done this in the past.

APMT Report - Denis Edgren

a. Last meeting was a long one. FRST wants to make a donation "wish book". Insurance Broker sent proposal to make changes to lower our costs while increasing our coverage. Preparing to paint the RE bldg. Got two bids, one significantly lower than the other. Color tba, probably similar to the Sanctuary color. Planning some AV updates: lighting and video input. Parking lot lighting is still being worked on. They discussed the issue of the back

fence at length: Repair, signage, etc. They got some input from the Insurance broker, but it still needs more input and discussion. The Task Force under Jerry Houseman can help with more information on the direction we'll choose to take.

Fund Raising Strategy Team (FRST) - Kathy Bernard

- a. Four members of FRST will be stepping down soon. They see themselves as having 2 year terms. The Board will need to appoint new members. We also will need a new Stewardship Chair for next year (2018). We need to explore the Charter for FRST (Lucy has). It was approved 4/2015. The Binder for desired gifts and donations is being worked on by Cathy George.
- b. Carl Gardner spoke re: Stewardship. He was ill last meeting, but things are going well. Letters have been mailed. Problems with the website are being addressed. We Leaders need to turn in our pledge forms.

Program Council - Denis Edgren

Denis was absent for the PC meeting. Scott mentioned the Activity Fair planning. It will occur on 5/7. They planned their Auction raffle basket. Also discussed attending the new visitor Library meetings. They're working on developing forms for new groups and working with FRST in planning fundraising.

Minister's Reports

Rev. Lucy - Good passing of the torch with Family Promise Leaders. Event Architects had their first event here. It went very well. We now have about 25 people in our next new member group. Last Sunday attendance at Sunday service was 379!! UUCC has finally and sadly completely closed as a congregation. Lucy will reinforce with them that they are welcome to join us at UUSS. Lucy is starting a new Resilience Group that meets twice a month. It will be live-streamed online. Tuesday & Wednesday nights are very full and busy at UUSS. Lucy explained the new member process for us.

D. Scott Cooper - Navigating Grief class is well attended and going well. Scott hopes we'll continue this class even after he returns to Texas. The informal new visitor meetings in the Library are going well and are very functional. He continues with the Beloved Conversations classes. Lucy expressed gratitude for the new classes and ideas that Scott has brought us.

Board Business - Pres Linda Clear

- a. Board GA scholarship -forms being developed. Additional fundraising is planned to add to the \$200 from the Board. Informative tabling will begin and various fact sheets are being written. Names of potential delegates are being gathered. PCD conference and Presidential candidate forum are also being advertised. Need to have some sort of discerning process to give guidance about the vote to the delegates.
- b. Declaration of Conscience from UUA/UUSC. Shall we as a congregation sign on. MTA - Sign the Declaration of Conscience and report the matter to the Congregation. Motion: Janet Lopes Second: Sally White Passed unanimously. Rev. Lucy will advertise to the Congregation.
- c. Pataki Sanctuary Pledge -Elizabeth Pataki sent a pledge from an organization she is familiar with pledging that our Congregation would not accommodate the Fed.Govt. searching for any refugees or immigrants on our property. The

Board has some reservations about the language in the pledge. We feel that as a Congregation we need to work within the groups with whom we are already affiliated. Pres. Linda will contact Elizabeth.

- d. Refugee sign in church window. Board agrees that there is no problem with the message, but we need to limit signs being posted on our windows and doors.
- e. Chili again this Sunday. All sign-ups slots filled.

Next Meetings: Executive Committee 4/13. Next Board meeting 4/27.

Next Centerer: Sally White

Closing words - Carl Gardner
Meeting Adjourned: 9:21pm

Respectfully Submitted,
Janet Lopes, Secretary

Attachments follow: Treasurer's report, Acting Sr. Minister Report, Ministerial Intern's report

**UUSS Treasurer's Report – January 2017 (Final)
February 23, 2017**

A. January 31, 2017 Income and Expense Statement

1- Actual Income = \$51,687. **Budgeted Income** = \$48,350. Actual income was \$3,337 more than projected. Pledge income was \$1162 less than budgeted.

YTD income* = \$396,799 ; YTD budgeted income = \$363,450. Income is 109% of budgeted.

*Includes \$20,000 of building funds

2 – Expenses = \$47,975. **Budgeted** = \$49,994. Actual expenses were \$2,019 less than projected. Property taxes were \$6,650 more than budgeted YTD.

Utilities were \$148 more than budgeted; YTD \$2,965 more than budgeted.

YTD expenses = \$375,132; YTD budgeted expenses = \$366,701. Expenses are 102% of budgeted.

3 –Net Income = positive \$3,020. Budgeted net income was negative \$2,702.

YTD Property Use Revenue was \$5,556 more than budgeted and YTD Pledge revenue was \$19,375 more than budgeted. YTD non-pledged contributions & plate \$8,174 more than budgeted.

4 – Fiscal YTD: UUSS has a surplus* of \$15,243; budget projection of a \$10,659 deficit.

* Without the \$20,000 of building funds we would have a deficit of \$4,757.

B. Budget Highlights and Concerns:

- 2016-17 budget income included \$20,000 of UUSS building funds, allocated in September 2016.
- Cash flow (ability to pay bills) issue is not a concern at this time, as the operating account has \$151,555 —we are budgeted to spend an average of \$52,613 each month.

C. Pledge Income Report: January receipts = \$37,638; Budget = \$38,800.

YTD pledge receipts = **\$290,975**; YTD budget = **\$271,600**. Pledge receipts are 107% of budgeted.

D. Finance Committee Update:

Finance Committee received financial reports and Treasurer's report via email in February.

E. January 31, 2017 Balance Sheet (Total Assets: \$480,626):

Operating Fund (01) - \$151,555 (Reserve Fund \$69,760; current liabilities \$34,750).

Temp. Restricted Fund (02) - \$46,715 (Betty Ch'maj \$31,536; misc. \$15,073).

Endowment Trust (03) - \$79,269.

Property and Equipment Fund (04) - \$149,444 (Capital Outlay \$107,082; Heritage Fund \$42,363).

Building Fund (05) - \$53,643 (Building Fund \$48,907 Cap Campaign Support Fund \$5,056).

Five Star Bank loan - \$552,085 (\$3,433/mo. & \$41,200/year; currently at 5.25% principal & interest).

Endowment Trust loan - \$310,740 (\$777 /quarter and \$3,107 /year; 1% interest-only).

F. Miscellaneous/standing items:

1. Finance Committee met on February 8th and created a draft budget. Pledge goal is \$505,000, up 6.3% from actual pledges for the 2016-17 fiscal year. Total budget \$698,000; \$6,000 surplus.

2. County revoked our tax exemption, creating an additional \$13,700/year expense. The County did a "field summary" in January which may result in a small rebate, and will call us back when that's completed. We paid the first installment in December. Linda C sent a letter to the County requesting a one-year delay due to our just being back in the building for a year.

3. Five Star Bank loan should be paid on the same day every month to normalize principal reduction.

Assistant Minister's Report to the Board

February 2017

When I was away on study leave last month, I gave a lot of consideration to what is the role of religious organizations, and how UUSS can fulfill our mission in the current political climate. Here is what I wrote in my Unigram column for March:

Resilience

I hear from many of you how you are disturbed by the fierce rhetoric and proposed policies of the new administration in Washington. We have all seen the various calls to resist the policies that go against our values as UU's and as citizens. I have been encouraging people to consider three ways to respond:

- 1) **find a political outlet** that allows you to express your concerns, whether through calls, letter writing, or showing up at rallies and marches. Focus on issues that matter to you.
- 2) **take actions to support the most vulnerable in our communities.** At UUSS we have programs to support refugees, the homeless, and immigrants, other vulnerable communities. We are working to expand these efforts and develop outreach to our Muslim neighbors so that we can be allies and provide support when necessary. Find a way to make a difference in someone's life.
- 3) **develop your resilience.** We are called to resist. But equal to resistance is the need for *resilience* - the inner strength that helps us manage the challenges without losing our footing, or wearing ourselves out. The loving support of our communities is an important part of developing resilience, as are spiritual practices that allow us to express our feelings and sustain our spirits.

Helping to develop resilience is an important role that UUSS can play in troubled times. Beginning this month, we are offering a **Resilience Gathering**, every first and third Tuesday of the month at 6:30. This 45-minute session will include singing, readings, silence, prayer and candles of hope and encouragement. There will be no political discussion, or extended laments - we will be together in support and in love. Please mark your calendars and plan on joining us. We are working to live stream the gatherings so that those who can't make it to church can participate virtually. We will hold these gatherings for as long as they are needed. I hope to see you there. To quote an old friend, "we are stronger together."

Meanwhile back at the ranch.....

Pastoral Care

We have had five deaths this past month: three older members who have not been active in the congregation recently, Anna Antos, Mary Davis and Emily Stover; former accompanist Barbara Lazar; and member Lyle Parkinson. There will be a memorial for Barbara on March 4 and for Emily on March 18th. A memorial for Lyle is also being planned. We also just heard that long-time member Doreen Sinclair is on hospice. We are in contact with the family. Our pastoral care team is functioning well under Martha's leadership. Scott and Martha have started a grief class using a curriculum that Scott brought to us from the Dallas church. The class seems to be filling a need. I continue to see 1-2 people per week for pastoral support.

Membership

Attendance at our Newcomer Orientation and Exploring UU classes is running about double what it was last year. Scott and I are offering two sections of our meaning of membership class next month and have invited 25 people to participate. These are people who have been attending Sunday services for several months, have attended the Newcomer Orientation and at least two of the Exploring UU classes.

We will welcome them into membership at the service on March 19th.

Committee Support

I attended the Fund-Raising Strategy Team (FRST), Religious services committee, Program Council Committee on Ministry, and Executive committee meetings this month. Stewardship kick off February 26th with the theme "For Such a Time as This." I met with the chair of Stewardship and have been supporting her by recruiting people for Sunday testimonials, reviewing documents, and writing portions of the materials. My sermon this Sunday is on the theme.

Social Justice

Confronting Economic Inequality

We have had good turnout for our book and movie discussions - especially for Hillbilly Elegy which was led by Rev Martha. These will continue through May. The March movie is sponsored by Earth Justice. I am hoping that someone will be willing to continue our monthly social justice movie and book discussion groups. They are well attended and create opportunities to engage with important issues.

The task force met mid-February and decided to postpone our plan for an event in the spring. We were considering inviting representatives from the Area congregations Together to give a report on social justice activities in our area that might be of interest to the congregation, and then give people a chance to sign up to participate. But with the UUJM event on April 15, and the activities fair on May 7th, if felt like another similar event would confuse people. We are putting the idea on hold for now.

We also discussed what shape the social justice leadership may take at this time if our congregation.

I will bring this up at the meeting for discussion.

Family Promise is going well under new leadership. Frances Myers has updated the web site and created electronic records and sign up. Sally Wilkins stays on top of the details of preparing for the visitors. They have recruited a great team. As of Tuesday we have no families so far this week. It is beginning to feel like all the build-up is a drill - but a useful drill nonetheless.

Interfaith

I have been working with Christine Bailey to do research on options for interfaith engagement and we are recommending that we affiliate with Sacramento Area Congregations Together, and local PICO group. There are 60 congregations in the area that are part of this organization. My goals with this affiliation is to have a vehicle for our congregation to be engaged in the greater faith community and to provide opportunities for our congregants to learn and participate. ACT is very active. I am sending some information about them as part of our vote to affiliate. I have recruited 5 people who are willing to serve as liaisons on committees of ACT - to represent UUSS and to bring back information and opportunities. I also want to develop ties to the Muslim community, and am looking for someone to help build these connections, especially with the Council of American Islamic Relations, which represents Muslims in Sacramento.

Beloved Conversations kicked off last month. This is a four-month program addressing issues of racism. We are again combining with folks from UU Davis. Scott and UUSS member Avery Hulong are the facilitators from our congregation. I and along with Beth Banks, minister at UU Davis, serve as chaplains for the program. We have ten folks from UUSS participating.

Refugee program is going strong with terrific leadership by Kim Marta.

Small Group Ministry

Next month we are starting a bi-weekly event called a Resilience Gathering (see unigram article above)

Spiritual Deepening Circles continue through May. I write the monthly curriculum for these circles. We have 65 participants this year.

Staff and Admin

Stanton Vedell has given us his resignation and April 7th will be his last day. He serves as our Facilities and Communication Coordinator. He is moving to Wisconsin to be close to his wife's parents. I will give address the process for filling his positions verbally at the meeting.

Religious Education

We have several new families in RE and attendance has been good in all classes and the nursery.

We have a good selection of Adult Enrichment offering including two classes of Building Your Own Theology led by Rev Martha. This is a great class for newcomers and several are participating.

Worship/Music

Attendance on Sunday remains strong. I keep waiting for it to fall back to pre-election levels, but it is growing over the last few months. Two recent services had more than 350 people in

attendance. This past Sunday we have 379 (per Pete Larsen) at our all-ages services including at least 30 kids. It was wonderful to see families together in the service. Miranda and I create activities for children to keep them engaged during the service, plus they participate in taking the offering, and this past week four of them were deputy “blessers” alongside our elders. I have been away from the pulpit since January 15, but will be preaching every other week through March.

That’s all for now. See you at the meeting.

Rev Lucy

Ministerial Intern’s Report - Committee on Ministry D. Scott Cooper - 2-22-17

One: Worship and Rites of Passage

Have now preached five times, plus various reflections. Will preach again in two weeks and on Easter - helping to coordinate services and readings. Am working with the RSC.

Have two upcoming Memorial Services, for former UUSS Board President Emily Stover, on March 18.

Two: Pastoral Care and Presence

Began the Facilitation Grief class. Third session (of six) last night. Co-facilitating with Rev. Martha. Ten of the sixteen that signed up came to the first class, and voiced great appreciation that we were offering it.

Three: Spiritual Development for Self and Others

Continue with Reading and Reflection; co-facilitating Spiritual Deepening Group. Have discussed with Lucy adding to this.

Four: Social Justice in the Public Square

Reading a different theologian every month and discussing with Lucy - or discussing a high-profile sermon (Berry Street Lecture or Service of the Living Tradition). Involved in facilitating SJ Movies and Book Discussions. Will lead discussion of *Elite* in March.

Co-facilitating Beloved Conversations with UUDavis - have had opening retreat and one session. Second session this Saturday.

Five: Administration

Still attending many meetings;

Lots of writing - newsletter articles, elements for service, etc.

Also, a lot of responding to email and to some personal messages on Social Media Posting to UUSS website and Facebook page.

Organizing AV Team - will have training session this upcoming Sunday after service.

Six: Serves the larger Unitarian Universalist Faith

Did presentation at Alliance earlier this month.

Navigating Grief and Beloved Conversations (See Above).

Newcomer Meet-and-Greet going well in Library.

Seven: Leads the Faith into the Future

During many conversations about how we will approach the services, I realize that we're dealing with a unique Faith construct, and there is no perfect model for leading this Faith into the Future.

I try to remain involved in newer technologies that may be helpful, social media, etc.