

UUSS BOARD OF TRUSTEES MEETING

June 28, 2018 7:00pm

MINUTES

Board Members Present: President Margaret Wilcox, Treasure Gordon Gerwig, Secretary Victoria Owens
Kathy Bernard, Roger Olsen, Carl Crain, Annika Lawson, Youth Trustee

Board Members Absent: Carl Gardner, Denis Edgren, Sally White

Staff Present: Rev. Lucy Bunch

Guests Present: Laurie Jones, Pat Davis

Consent Agenda

- Minutes of May meeting will be condensed. Approval of May minutes tabled for next month
 - Moved: Roger Olson, Second: Kathy Bernard

Leadership & Governance:

- Discussion of the difference between the Board function in a business and that of a beloved community such as UUSS
- Role of BOT at UUSS is serve the congregation, not the organization. Keep our mission statement in mind in our interactions

Treasurer's report:

- Problem found in calculations of salaries. Will decrease contribution to Capital Outlay by \$14,511 to \$6,353
- More than \$14,000 currently held in bequests and temporarily restricted funds. Previous boards have given guidance on how these funds should be reallocated
- Motion to move \$14,000 out of bequests and temporarily restricted funds and put in other funds by percentages recommended by earlier Board:
 - 30% to Capital Outlay
 - 20% for debt reduction
 - 20% to Reserves
 - 10% to Endowment Trust
 - 10% to be held in Temporarily Restricted
 - Moved: Victoria Owens, Second: Roger Olson
- County has approved \$6,000 property tax exemption. We will have to reapply each year.

UUSS Safe Congregation Policy:

- Denis, Roger Jones and Margaret will sit down and discuss feedback from BOT on draft policy
- Policy will be on agenda for 7/26 BOT meeting for discussion and possible approval. BOT should be ready to discuss

Committee Substantive Issues:

APMT

- Patio cover still being engineered - more work needed because of span involved.
 - Needs to be complete by 9/8 celebration
- Trenches in parking lot still need to be refilled. **Roger Olson to follow up with asphalt company**

FRST

- Next year's auction moved to February 16 so it will come before the stewardship campaign. It will have a Valentine's Day theme

Minister Reports

- Rev. Dr. Roger Jones - see attached
- Rev. Lucy Bunch - see attached
 - Is BOT still doing newcomer meet and greet on Sundays?
 - Signups for meet and greet to be on July agenda

Board business:

- Parting Words from Departing Board Members
 - Gordon: Suggest streamlining meetings by putting more items on Consent Agenda and expecting BOT members to read consent agenda items in advance
 - Discussion of change to BOT meetings to be discussed during Board retreat
 - Also will discuss Leadership and Governance topics and the Open/Close assignments at the Board retreat
- Gift Acknowledgement Procedure
 - FRST has been working on this issue. Margaret will ask Linda Klein if FRST can take on gift acknowledgement
 - Margaret will report back to BOT on the outcome of the discussion with Linda Klein next month
- Reminder of Dates:
 - i. BOT retreat - 08/18 8:30 am to 1:00 pm
 - ii. Congregational Meetings - 10/21/18
- b. Next meetings
 - i. Executive Committee - 07/16 at 5:45
 - ii. Board Meeting - 07/26 at 7:00 pm
 - Opening/Closing - Kathy Bernard
 - Leadership Topic - Not on July agenda. Will be discussed at BOT retreat

Adjournment at 8:05 pm. Motion: Carl Crain, Second: Gordon Gerwig

UUSS Treasurer's Report – May 2018 June 28, 2018

A. May 31, 2018 Income and Expense Statement

1 – Actual Income = \$49,684; Budgeted Income = \$56,592. Actual income was \$6,907 less than projected. Pledge income was \$9,752 less than budgeted.

YTD income = \$659,272; YTD budgeted income = \$641,258. Income is 103% of budgeted.

2 – Expenses = \$52,588. Budgeted = \$53,215. Actual expenses were \$628 less than projected.

Utilities were \$47 less than budgeted; YTD \$95 more than budgeted.

YTD expenses = \$640,868; YTD budgeted expenses = \$634,390. Expenses are 101% of budgeted.

3 – Net Income = negative \$4,231. Budgeted net income was positive \$6,577

YTD Property Use Revenue was \$9,232 less than budgeted and YTD Pledge revenue was \$11,304 more than budgeted. YTD non-pledged contributions & plate \$148 more than budgeted.

4 – Fiscal YTD: UUSS has a surplus of \$5,110; budget projection of a \$4,463 deficit.

B. Budget Highlights and Concerns:

- Cash flow (ability to pay bills) issue is not a concern at this time, as the operating account has \$162,434 —we are budgeted to spend an average of \$58,408 each month.

C. Pledge Income Report: May receipts = \$32,307; Budget = \$42,058.

YTD pledge receipts = **\$473,945**; YTD budget = **\$462,642**. Pledge receipts are 102% of budgeted.

D. Finance Committee Update:

Finance Committee received updated financial reports via email on June 12th and met on June 20th.

E. May 31, 2018 Balance Sheet (Total Assets: \$871,430 –\$14,695).

Oper. Fund (01): \$162,434 +\$1,795 (Reserve Fund \$56,999; current liabilities \$61,821 +\$5,823; Cash Flow Reserves \$42,698 –\$4,111).

Temp. Restricted Fund (02): \$127,903 (Bequests \$14,319 Heritage Fund \$70,164; Betty Ch'maj \$36,432; misc. \$6,528).

Endowment Trust (03): \$410,623 +\$2,028. Endowment Trust Loan is both an asset and liability.

Property and Equipment Fund (04): \$27,551 +\$2,532.

Building Fund (05): \$142,919 (Building Fund \$138,188 –\$22,464; Cap Campaign Supt Fund \$4,731).

Five Star Bank loan: \$496,406 –\$1,328 (\$3,433/mo. & \$41,200/year; currently at 5.25% principal & interest). Rate will adjust to Prime + 2% in November 2020.

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

F. Miscellaneous/standing items:

1. Building Rentals: Through May 2018 received \$45,768 We have booked rentals through June 2018. \$60,000 was budgeted for the 2017-18 fiscal year, so YTD a deficit of \$9,232. We have booked an additional \$4,197 from June 1st through June 30th. We have a projected deficit of \$10,035 in building rentals assuming no additional rentals are booked now through June 30th.
2. The County gave us the same tax deduction we had the prior year—good news.
3. Finance proposes that we allocate the \$14,000 in bequests per the standard allocation formula.

Senior Minister's report to the USS Board of Trustees meeting of June 28, 2018

Greetings from the humid Midwest, where I am starting a vacation after GA. Welcome to our new Trustees and farewell with deep thanks to those of you whose terms are ending June 30. In the all-ages service on July 15, we will have a brief blessing ritual for continuing and newly elected lay leaders.

Meetings and Activities Since the May Board Meeting

In addition to pastoral care, leading two memorial services and officiating at the Tahoe wedding of a young couple of USS newcomers, this past month I've met with the Board and its Executive Committee, the 150th Anniversary Task Force, Anniversary Gifts Co-chair Tina Stidman, an Alliance planning group, the Religious Services Committee, our Jubilee Auction Team's debriefing meeting, a Parents of USS Youth discussion gathering, and weekly with Rev. Lucy and RE Coordinator Miranda Massa. Rev. Lucy led a great staff meeting at which we enjoyed cake for recent staff birthdays.

Rev. Lucy and I attended SALAM's annual interfaith Iftar, a dinner to break the daily fast during Ramadan; I gave a closing prayer. Keith Atwater and I attended the USS weekend camp, where I made pastoral connections, recruited RE teachers, and led the outdoor Sunday worship, including an offering to add to the one at home. I have begun soliciting larger advance gifts for our \$5,000 commitment to support the UUA's campaign for Black Lives of Unitarian Universalism (BLUU). I look forward to later meetings with FRST, the Strategic Planning Team, the Board and Program Council after my July 12 return to USS. I'll also get together with Tina; we want to raise the remaining \$70,000 in Anniversary Gifts. The 150th Anniversary BBQ is Sat., Sept. 8. President Susan Frederick-Gray will be in our pulpit Sept. 30.

Adult Enrichment, Child/Youth Religious Education and Family Ministry

I missed the Adult Enrichment meeting in June but invited Bobbie Keill to offer topics for several excellent Adult RE workshops she has provided in professional settings. Dirk Tuell and I showed the movie "Get Out" to 18 USS folks and I led a discussion about it. I also convened a discussion of several USS men on "masculine voices in a #MeToo moment." On July 16 I'll lead a discussion of my thesis chapter on social class dynamics in USS history and American denominations in general.

Miranda and I are fleshing out curricula, teaching teams and schedules for September to May. I've met with Carrie Cornwell to talk further about fleshing out a family ministry team and scheduling activities. On Friday evening Sept. 28, any folks interested in family ministry will be invited to meet with the Rev. Sarah Gibb-Millspaugh, a UUA Congregational Life staff member specializing in family ministry. The next day, Sept. 29, USS is the host for the Region-wide Religious Education conference, Pot of Gold.

Rev. Roger's report from General Assembly 2018

General Assembly (GA) is the annual meeting of UUA member congregations--for doing the business of our Association but also for music, worship, fellowship, learning, skill-building, and raising a religious voice for compassion, equity, and justice. From June 20-24, I was a delegate to GA in Kansas City, while at least one USS member participated online from Sacramento (with 200 other offsite delegates). There were 1,570 delegates representing 522 of the UUA's 1,038 congregations. You need not be a delegate to attend, however. Hence, registrations totaled 2,814, including 134 high school youth.

In major business, delegates amended UUA Bylaws to... reflect gender-neutral wording, add two Youth Trustees to the UUA Board, grant delegate status to members of the Liberal Religious Educators Association employed by congregations (giving them voting rights equivalent to those for ministers), and allow for co-moderators (not just one Moderator) of the UUA Board of Trustees.

We elected as co-moderators Mr. Barb Greve, a trans man who is a Religious Educator, and Elandria Williams, an African American woman. Both are younger adults and lifelong UUs.

Delegates considered six Actions of Immediate Witness. By a close vote we narrowed the field down to the maximum of three actions: “End Family Separation and Detention of Asylum Seekers and Abolish ICE,” “Dismantle Predatory Medical Care Practices in Prisons and End Prisons for Profit,” and “We Are All Related: Solidarity Now with Indigenous Water Protectors.” Congregations and individual UUs are encouraged to speak up and show up in support of these causes. [Read more here.](#)

Quite moving for me were the times we heard from the Rev. Susan Frederick-Gray, including her first [UUA President’s Report to the Assembly](#), which was quite powerful, and her sermon to 2,500 people on Sunday morning. She announced that congregational giving to the UUA was up over last year, and so is overall membership in congregations. Susan and her Executive VP, Carey McDonald, had introduced mission-based budgeting to the UUA Board and explained it to the delegates. She explained the UUA’s mission: 1) it equips congregations for healthy, vital ministries in their local areas; 2) it trains and equips leaders for our congregations and our movement; 3) it amplifies the larger voice of our faith in the world. Susan has participated in the Poor People’s Campaign this year (getting arrested in D.C.) and in the Charlottesville protest white nationalists. Many UU leaders will join interfaith rallies June 30 and July 2 to demand an end to migrant family separations. [At a Juneteenth rally](#) before GA, we ministers learned from local leaders about the criminalization of people of color, especially burdensome practices of [cash bail and high fees for minor civil violations](#). Several clergy rode over to Kansas for a civil disobedience protest.

General Assembly is a time of generosity. The Sunday morning offering for a local organization raised \$33,000. Other special offerings during the week brought in \$95,000 for youth GA travel scholarships, aid for seminarians and ministers in crisis, and the Side with Love organizing arm of the UUA. President Susan Frederick-Gray encouraged congregations to join the [Promise and Practice of Our Faith](#) campaign and make matching donations toward support of Black Lives of Unitarian Universalism (BLUU). UUSS is one of 310 congregations that have made a commitment so far; recently the UUSS Board and FRST authorized a goal of raising \$5,000. The national goal is \$5.3 million; one family’s challenge grant plus congregational commitments have reached \$3 million so far! BLUU led this year’s community service project, inviting us to assemble 1,000 domestic violence survivor care packs for the Kansas City area.

In addition to attending workshops on Islamophobia, anti-Semitism, R.E. and family ministry, worship vitality, goal-setting in congregations, I went to annual meetings of the UU Partner Church Council, the UU Ministers Association, and Meadville Lombard Theological School alums. I had conversations with several ministers, Religious Educators, and UUA staff leaders. The most powerful and challenging part of GA was the major [Ware Lecture, given this year by activist and writer Brittany Packnett](#). I am hopeful for our UU movement’s ability to make a difference in these times and proud of the role UUSS is playing.

Roger Jones, Senior Minister

June 2018



Assistant Minister's Report to the Congregation June 2018

On my heart today are the migrants caught in the web of the Presidents destructive policies, and the Supreme Court decision to uphold religious bigotry in the form of the travel ban. It is hard to stay present to the challenges in our world, but it is very important to do so. We must stay grounded in gratitude and resistance. I will join other UUSS folks this Saturday at the protest of the president's immigration policies. I hope you will join me at 10 AM at 650 Capitol Mall.

Meanwhile back at UUSS...a brief summary of my activities in the areas where I have lead responsibility. I am happy to answer questions in other areas. Special welcome to our new board members and gratitude to Carl and Gordon for their service.

Membership

We held a considering membership class on June 3rd and have welcomed 15 and counting new members so far this month. They all tell me how welcomed and supported they feel at UUSS. Good work everyone. I would like to hear from Board members about how they feel that the "meet and greet" on Sunday morning is working and will bring this up at the meeting tomorrow.

Small Group Ministries

We have two new ministry circles formed in the past month. One is a brand-new group, and the other is a spiritual deepening circle that wanted to continue together (the spiritual deepening circles end and re-form every year.) These small group ministries are an important way for people to get connected and support in congregations of our size. The spiritual deepening circles will start again in the fall. I am recruiting facilitators right now, so if you are interested let me know.

Social Justice

Its easy to feel overwhelmed by the chaos and oppression in our world. I serve as the lead minister of our social justice efforts. We are a very engaged congregation; our programs give people a variety of avenues to live our mission. I spend quite a bit of time supporting the leaders of our groups, and work to support and coordinate their efforts, where appropriate. We have robust programs in many areas. I am excited about the focus of our strategic planning goals and look forward to the planning effort of this coming year.

We are the sponsoring congregation for the Environmental Justice Committee of the Area Congregation Together. Under the direction of Christine Bailey, the group has chosen to focus on environmental justice issues that affect people in the Arden Arcade area. I will be working with a small team to build connections to other clergy in the Arden Arcade area. Stay tuned more details about these efforts.

Susan Lange has picked up the mantel of leadership for immigrant justice, so you will see more activity for that group.

We are also starting up a discussion group on the book *Up Rooting Racism*, by Paul Kivel (who presented a workshop at UUSS in May). 35 people have indicated interest, so I am hoping for a good turnout. Karen Gunderson and Bob Buckley are co-facilitating with me.

Administration

Not a lot to report. Staff are doing well, supporting each other. We will be working on some cross training in the coming months to ensure that we have coverage. I met with each staff member under my supervision to discuss goals and accomplishments.

Michele and I have been working with finance, and the out-going and in-coming treasurer to set up the budget for 18-19. On the minister's facebook page there are many tales of congregations that didn't meet their goals and had to cut their expenses. We should celebrate another successful year with a good- sized increase.

Yours in service,

Rev Lucy