

# **UUCSR Board Minutes**

## **Aug 15, 2013 Board Room**

**Opening Words and Chalice Lighting:** Rev Chris

**Meeting Called to Order:** 6:31 p.m.

**Members Present:** Susan Bartholome, Jeanie Bates (President), Lois Bell, Joe Como, John Farison, Laura Jean Hageman (Vice President), Linda Stabler, Marge Wright

**Members not present:** Alan Proulx, Cathie Wiese, Peter Wilson

**Non members present:** Rev Chris, Linda Balabanian (Treasurer), Sibyl Day (Corporate Secretary), Deborah Mason, Jan Prater (Recording Secretary)David Templeton.

**Minutes from June Meeting:** Approved

**Welcome to new Board Members, Treasurer, and Corporate Secretary!**

Also, announcement that Terry Graham will be the next Recording Secretary starting in October

**One-on-one:**

**Open Mic:** (Deborah Mason, RE Director) Deborah reported that our numbers are booming in the babies to preschoolers age group. While this is wonderful news, the challenging part is the little room is getting too full and we want to maintain our child/teacher ratio. We're going to need more volunteers in the preschool room. She will send an e-mail to parents re: which service they plan to attend (early or late.) Also she asks that Board members again each take a turn in the RE program.

**REPORTS:**

**Treasurer Report** (Linda Balabanian): Now that the books are closed we know we have \$13,710 net surplus (which includes \$16,000 surplus from last year.) She provided Board members with a handout summarizing year's end figures as well as a 2013-2014 budget

preview. Pledge revenue is in good shape - June was low but July very strong, after statements sent out. Financial Stewardship priorities are: Education - toward a generous philosophy about money, increasing Pledging Friends, enhancing the Audit Committee, and Growth of the Endowment Fund.

**New Intern Committee:** (Jeanie) This committee will now focus on a search for the next intern, and applying for the stipend. The new committee is (with some members continuing): JD Thompson, Andrew Hidas, Ben Ford, Linda Proulx, Bob Barrows, Frances Corman, Elizabeth Marrs.

**Sabbatical Committee:** (Jeanie) Kathy Huff, as we know, has been approved as Sabbatical Minister. The next business is to create a Sabbatical Booklet. The question has been put out to the various groups, including the Board, in the Congregation, "What needs might you have in Rev Chris's absence?" The Board will take up this question on retreat.

**Web Page Update:** (Laura Jean) A new member, Sean Freese, who is an IT web designer, has joined the Communications Team. He will create a new web page for us; so everyone should look at our web page and submit suggestions. Also, newer photos are needed. The Communications Team, led by Eric Skagerberg, meets regularly.

**Retreat Update:** (Jeanie) She provided a folder for each Board member re: the Retreat including a schedule, agenda, goals, and the Walker Ranch rules. Laura Jean requests that all members read the UUCSR By Laws and also look over the info on the Governance Teams for discussion at the Retreat.

## **NEW BUSINESS:**

Prep for Congregational Meeting Oct 13: (Jeanie) The A4SJ would like to be relieved of the responsibility for putting on the breakfast before the meeting. It has been costly for a few individuals and not very successful as a fundraiser. Ideas: might the Youth Group take it on? (Rev Chris will check with them.) Or the Hospitality Committee - in a reduced form? Membership Committee? Women Together?

## **CONTINUING BUSINESS:**

**Lease with the Islamic Society:** (David Templeton) Per the Board's request 3 changes have now been incorporated into the Lease Agreement. This brought up the need to re-write the contract; David provided copies of the old and new versions for Board members to review. Joe and Jeanie will be the liasons between the Board and David on this matter. Meanwhile David will give notice to the Islamic Society on Sept 1st re: the known (already voted on) increase in rent. Lois Bell moved that the Board approve the action plan with regard to the Lease; Marge (2nd) and the motion passed.

**HR Business:** (Linda Stabler) The subject of Medical Benefits Cost Sharing with Staff was discussed at length. Linda presented possible scenarios. In the end, Marge moved that we do NOT approve the concept of benefits cost sharing with staff at this time; Lois (2nd) and the motion passed. The Board wants the HR Committee to provide statements for each staff member showing their current full compensation and also show the past 5 years.

**Bonuses:** Lois moved that the Board shall approve proposed bonuses for staff (conditional on Fine Stew's approval); Susan(2nd) and the motion passed. Marge added that as soon as the bonuses money is approved it should be given immediately to employees.

**Final Reflections and Appreciations:** Rev Chris appreciated the great discussion and heartfelt opinions shared.

**Closing Words:** (Jeanie)

**Meeting Adjourned:** 8:30p.m.

Submitted by Jan Prater