

Unitarian Universalist Fellowship of Durango Meeting Minutes **March 19, 2019**

Board Members Present: *Tom Miller (President), Mark Swanson (Treasurer), Katie Kandarian-Morris (Minister), Julie Jordan (Member-at-Large), Kathleen Adams (Member-at-Large), Elizabeth Long, and Becky Malecki (Member-at-Large).*

Opening words and covenant were read. Check-in was done.

Consent Agenda

Motion was made by Kathleen, and seconded by Julie. Consent agenda unanimously approved.

Tom asked Mark if he could write a letter to committee and team leaders asking for fiscal restraint in order for us to meet projected budget shortfalls.

Public Comment

Guests Laurie Dickson, Frank Lockwood, Teresa Jordan, Chair of Governance Committee, and Tim Miller, Finance Chair

Budget Report (presented by Tim Miller)

Goals: confirm priorities (See minutes from 2/2019 Board meeting) and start consideration of adjustments needed given results of first round of pledging. Additional goals mentioned at the meeting included reducing the amount of contribution to the operating budget from the Ministerial Commitment Fund and adding to the contingency reserve.

Campaign Update:

60% of congregational members turned in pledge cards to date

Total pledging units last year: 114. Currently: 127.

- 58 that pledged both last year and this year
- 28 increased their pledges...
- Aggregate increase approx. \$18,000
- One-third held flat on their pledges.
- 10 out of 58 decreased their pledges.
- \$198 K pledged thus far
- If the 56 pledge units not yet made pledge at their last year's level, that would increase total by \$56,000
- Non-pledge commitment income is expected to be down this year. It has been \$11-12 K for years. To date only \$3,600

The draft budget presented by Tim and Mark, based on requests by budget line holders amounted to a 7.67 % YOY increase (\$283K vs \$250K). We have not in the recent past needed to announce a specific financial goal, since our growth seems to have been enough of a stimulant to financial giving that it was not necessary. This year seems to

be different. The Board questioned whether we emphasized our growth and increasing needs enough in pre-Stewardship publicity.

In anticipation of a pledge shortfall, the Board discussed several budget lines from which reductions could be taken, including Leadership Training, Guest Musicians, Contingency Spending, Social Justice (Scholarship Fund Donation). Also discussed was the need to emphasize asking Vanco pledgers to include the cost of the Vanco service in their pledge in order to save the Church from having to foot that expense from pledges.

The Board decided to work with the Stewardship Committee to prepare follow-up actions. These include:

- Announcement of results of initial pledge campaign in E-newsletter Article for April Newsletter. Elizabeth agreed to take the first draft and circulate to the rest of the Board for comments
- The Board will share in the task of canvassing those who have not yet pledged, coordinated by Frank Lockwood.
- Pulpit announcements on the next several Sundays with updates, noting the current gap and emphasizing the positive aspects of a fully funded budget
- Potentially re-canvas those in the “no change” category
- Consider a more direct supplemental ask

Kathleen will follow up with Shona and Sheryl with the results of our discussion and to stimulate the start of their involvement in the follow-up.

The Board expressed its gratitude to Tim and Mark for all the work they've put into the budget preparation.

Chancel Expansion

Julie moved to accept the recommended funding sources, Elizabeth seconded. Passed unanimously.

Facilities Planning Group Update (via Tom)

The Facilities Planning Task Force will have presentation visuals of the two renovation/expansion plans at the Fellowship hour on March 31. The goal will be to show the key differences between the two proposals and get input from the congregation about their preference for one over the other. As a headline, at this point, it looks like the cost differential between the two plans is negligible.

Healthy Congregations

Aline, Katie & Elizabeth are meeting to consider the best way to form a body to handle complaints, issues, or topics that might arise in the congregation and create a systematic process for communication of difficult, contentious, issues. They are currently researching the field to see what is working and what's not working in other congregations. They expect to have at least an outline of how we might proceed by the June Board meeting.

Several board members acknowledged our minister for being a part of this process, and exploring the possibilities, a good example of modeling open-minded leadership.

Upcoming Leadership Council Meeting in April

The Board agreed that the next meeting would include a panel of participants from Beloved Conversations to share with the collective leadership their experience and their thoughts about how it might affect the Fellowship going forward.

In a second component, Rev. Katie would convene all the attending members of Ministry teams in the sanctuary with the objective of role clarification and cross-pollination. Members of Board Committees would meet as well. Questions to consider would be:

- Where might we have or need collaboration between groups?
- Where does my committee/team end, and where does yours begin?
- Where is the overlap?
- How do we recruit, and who recruits, for committees?

Tom will send out an outline for the meeting, for comments.

Next meeting, in October, could consider how best to handle conflict.

Draft of Proposed Facility Use Policy

Elizabeth and Julie amended the draft proposal discussed at the Deep Chair meeting. Becky volunteered to take the policy and put it in chart form. With some additional amendments, the Board agreed to refer the draft to the Governance Committee (currently Teresa Jordan and Nicki Unsicker) for final language.

The Board will also request the Governance Committee craft policy updates regarding facility rental fee schedule, alcohol and flame use.

Process Observation

Discussed that it would be helpful to explain - at the beginning of all meetings - what the process is for guest participation. .

Upcoming Meetings

April 11 - Deep Chair

April 23 - Board Meeting

April 18 - Leadership Council

June 19 - 23 UUGA