

Unitarian Universalist Fellowship of Durango Meeting Minutes May 28, 2019

BOARD MEMBERS PRESENT;

Tom Miller (President), Mark Swanson (Treasurer), Katie Kandarian-Morris (Minister), Julie Jordon (Member at Large), Elizabeth Long (Member at Large), Kathleen Adams called in (Member at Large), Nancy Burpee (Secretary), Becky Malecki was excused.

GUESTS;

Sheryl Guy (Stewardship Committee), Tim Miller (Finance Chair), Tom McCampbell (Incoming President) Teresa Jordan (Governance Committee)

Opening words read by Elizabeth Long; Covenant read by Julie Jordan; Check in was done.

CONSENT AGENDA;

-The Financial Section of the Consent Agenda was moved to Business Agenda,
-April Minutes, Ministers Report, Attendance were presented. Motion to accept;; Elizabeth Long. Second: Mark Swanson. Approved

PUBLIC COMMENT;

-Teresa Jordon suggested that Incoming Board Members have a transition meeting to discuss their positions with predecessors.
-365 One Drive discussed and most members agreed there were continuing challenges;
-Need to discuss 365 issues at future Board Meeting and perhaps another tutorial by Graham Smith, IT support.

BUSINESS ITEMS:

ANNUAL MEETING REVIEW:

-Discussion very Positive.
-Annual Meeting went smoothly.
-Hospitality will relook at organization of refreshments for better traffic flow.
-Suggestion to publish biographies of new people coming in for Board/Nominating duties next year, perhaps in the next Newsletter.

BUDGET UPDATE and PRIORITY BUDGET DECISIONS;

-Sheryl Guy reported that new pledges toward the \$15,000 matching grant, made by a generous donor, are currently at \$13,862.00. She feels that \$15,000 will be achieved in pledges to meet the grant for a total of \$30,000.

-Julie will send the donor a note of appreciation on behalf of the Board.

-First priority for the disbursement of the money is to hire a new Faith Formation director.

Motion Made by Elizabeth Long to approve \$17,000 for the new position in addition to current funds budgeted. Second: Mark Swanson. Approved

-Tom and Rev. Katie will participate in a task force to create an employment package offer to a leading candidate.

Offer will be made this week.

-Proposed an amendment to the first motion stating that we approve the proposed reimbursement to the candidate, an additional \$750.00 for increased reimbursement for the choir rehearsal pianist and \$125.00 to Connections Coordinator to make her wages compatible with our Living Wage pledge. These increases are in addition to approved budget for those positions.

The remaining \$12,000 of the \$30,000 will be placed into a new Faith Formation Support Fund so that at least some reserve is available in the second year of the DFF contract. Motion by Elizabeth Long. Second; Julie Jordan. Approved.

-Discussion of living wage guidelines established by UUA.

STRATEGIC PLAN REVIEW;

-Several positive steps have been accomplished:

-Two proposed plans for facility expansion have been designed. The final report of the Facilities Planning Task Force will be expected at the June meeting.

-Two ministry teams, faith formation and social justice, have offered revisions of their sections of the current Strategic Plan. Motion made to accept the new documents as revised.

-Elizabeth Long. Second Julie Jordan. Approved. The revisions will be added to the Strategic Plan

-Ministry groups have been forming covenant groups. Classes have been made available to congregants concerning the history of UU as well as tenants of UU. Expansion of classes and covenant groups are being offered or in the planning process.

-Connections Coordinator has been hired.

-Board to formulate a plan to utilize committee information for the board's education and consideration, as well as committee guidance from the board.

FACILITIES EXPANSION

-The Board reiterated its position that we should put on hold our plans for expansion for a year. The uncertainty of continuing pledge growth and the impact of potential building (capital campaign) on pledges were the primary drivers of this decision. The Board expects the final report from the Facilities Planning Task Force to provide background and resources that will serve to support and advance future planning when the congregation is ready to consider facility expansion.

REVIEW OF STEWARDSHIP CAMPAIGN:

- Kathleen Adams will coordinate the stewardship program for next year. Two co-chairs to manage the pledge campaign are being actively recruited.
- Item for next agenda: researching 501C3 funds donated to church by City Market and possibly Amazon for interested church attendees.
- Sheryl Guy and Shona Jones submitted a document with suggested improvements for organizing the pledge campaign next year. Chief among them was to start the campaign earlier; educate the congregation concerning the budget, giving them a voice, BEFORE asking for pledges.

STRUCTURE OF BOARD SELF-EVALUATION TOOL

- Tom Miller distributed a self-evaluation work sheet to the board; if there are any additions or comments concerning the tool, contact Tom within the week. During the next public board meeting, the board will use this tool as the basis for our year-end review discussion.

CHANGE OF FROLIC DATE:

- Motion to move Frolic Date to September 28 made: Nancy Burpee Second: Elizabeth Long. Approved
- Discussion of priorities from funds raised by the Frolic were: the first \$10,500 go to the operating budget. If more than \$10,500 is raised, \$5,000 will be allocated to playground improvements, and the balance would be allocated for Chancel furniture. Motion made to approve these priorities as discussed made by Elizabeth Long; Second: Nancy Burpee. Approved.
- Becky Malecki has volunteered to chair the Frolic this year.

MINISTER SABBATICAL PLAN

- Rev. Katie submitted a two month sabbatical plan for Jan. Feb. 2020. Focus of the sabbatical will be Pilgrimage as an attitude vs tourism. Pulpit will be utilizing qualified persons for the message in her absence. Funds to support this sabbatical have been allocated and are reserved.

Next meeting opening and closing words:
Next Process Observer

Julie Jordan
Becky Malecki