

Unitarian Universalist Fellowship of Durango Meeting Minutes March 24, 2020

Board Members Present (Online via Zoom): *Frank Lockwood (President), Katie Kandarian-Morris (Minister), Elizabeth Long (V-P), Julie Jordan (Member-at-Large), Nancy Burpee (Member-At-Large), and Becky Malecki (Member-at-Large).*

Guests (Online): *Teresa Jordan, Sheryl Guy, Tim Miller, and Kathleen Adams.*

Opening words read by Katie. Covenant was read by Julie. Check-in was done, in the midst of the COVID-19 pandemic. Katie was the process observer, using the UU process observation form as a helpful guide.

Consent Agenda

Becky moved to approve the consent agenda, Elizabeth seconded it. All were in favor.

No Public Comments

Tim Miller has agreed to fill the position of Treasurer. Julie made a motion to approve Tim Miller as Treasurer to finish out the remainder of the Treasurer's term (until June 30, 2020). Elizabeth seconded. All were in favor.

Prior meeting (February) minutes were approved.

Minister's Report

Minister reported that every organization is now like a start-up. What is our new mission in the midst of this changing reality? Discussed having private FB pages, doing "Joys and Concerns" differently... Many positive comments were shared about the last Sunday service done online and how supportive it was in the midst of the social isolation. Katie shared she'll be addressing "How do we bring faith into our homes" during this difficult time.

Stewardship Report - Sheryl Guy & Kathleen Adams

The fellowship has 61 pledges in so far - and we are \$39K above where we were last year. Many upped their pledges. We expect to have a percentage of people challenged with the current economic outlook, so it was a positive development. Tim shared that \$10,500 of the \$ 39 K were brand new pledgees. Total pledging units last year was approximately 112, and this year we expect it to be about 120 total pledges. Sheryl was acknowledged for all the hard work and great work that she has done in regard to the stewardship campaign. Elizabeth shared that we have missed some opportunities for fund-raising through Amazon and local grocery stores, but the opportunities are not yet lost. Nancy Burpee stated that she'd be happy to present a plan to the Board in the near future; at that time, we could have an email vote. In addition, there was a running theme among 6 of the 8 people that Kathleen talked to in the context of the stewardship committee, with concerns about increasing staff, especially in regard to those staff replacing volunteer faith formation teachers. Also, there was a concern that too many people in the congregation still think we are on the verge of a capital campaign.

Solar Panels Update - Sheryl Guy

The workers were going to try to get out today and start the work. It is anticipated that the project will take three to four weeks. John Redemske is plugged in with the company. It is anticipated that the \$18,000 check (grant money) will be in by the end of the week.

Break from 5:00 to 5:05 pm

Financial Report - Tim Miller

Tim Miller: presented a first look at the 2020-2021 annual budget. This is a month-long process that continues through late April as we hammer out a budget for the BOT to recommend to the fellowship at large. The next month is for weighing priorities. An unknown factor is how long are we going to be in virtual church?

Tim went over the initial budget worksheet in some detail:

- Pledge payments - assuming it will be flat at \$274 K
- Ministerial commitment fund - have to decide how much of it we're willing to use... it has gotten us into our 7th year of ministry. This might be the year to use it all. Even if we use it all, it won't "save" the budget. Interest rates are down, so we lose a little income there
- Discussed income from the next Frolic (Spring 2021)
- 97% of gross pledges is what is typically expected (vs 100%) but with COVID-19 it might be more prudent to expect no more than 95%
- Property tax going up on the campus, but our newest land acquisition, the 16 acres in Bayfield, property tax of \$5K to \$6K is being covered by the Carpenters.
- UUA dues will be going up 10% per year for the next 5 or 6 years to \$22 or \$23 K per year. This is the combined denominational share and the regional support.
- Chipping away at leadership training monies - need to consider.
- \$1,700 increase for IT does not include failing Wi-Fi infrastructure for the sanctuary, Bowman Hall, and Columbine house (a cost of about \$2,000) - there are remaining Frolic funds that can be utilized - the BOT needs to consider. Current equipment is about 5 to 6 years old. If MacRanch did it, they can provide support and there would no longer be over-dependence on one or two members of the fellowship in this regard.
- Eb spoke and shared that he will donate the \$375 cost of software license renewal.
- Building & Grounds - should remain at status quo except for a drop in electrical expenses due to the new solar panels.
- Ministry Teams - biggest change was bringing on a music scholarship amount of \$1,000 in which the recipient serves as a guest in our congregation but overall it will be down by about \$2,000 but this is without Sarah's input. Might anticipate a request for professional development for the new FF director.
- Social Justice - there are several requests, especially from the Disaster Relief fund to increase their budget from \$ 5,000 to \$ 8,000.

- **Tim suggested a supplemental BOT budget meeting to be held sometime in April.**

UU Compensation Guidelines in regard to salaries

We are in a GO2 area, not due to cost of living, but due to the wage scale. We are a mid-sized 1 congregation (at about 175 members). For salary and housing compensation the UU tends to give a range. They have crunched the range of minimum to maximum, which had the effect of raising compensation. This year Rev Katie was at 31%ile. To hold her at 31%ile would take approx a 7% raise.

Also, discussion of health insurance costs for office administrator - for UUA bronze PPO. Typically, \$2,500 has been the health insurance allowance... Cost is closer to \$700/mo.

Director of Faith Formation - 25 hrs/wk, there will be a search.

Faith Formation teachers - we are waiting for a breakdown: teachers vs childcare. 1.8% is currently being used for COLA (Cost of Living Adjustment) for staff. Is this sufficient?

Process Observation

All voices were heard. There was no observed conflict. Communication went well considering we were all online which can make transitions between speakers more difficult to track.

New Business None

Upcoming Meetings:

Next Deep Chair Meeting: Tuesday **April 14th at 4 pm via Zoom**

Next Board Meeting: Tuesday **April 21st at 4 pm via Zoom**

Volunteers for next board meeting:

Opening words: Julie

Read Board Covenant: Elizabeth Long

Process observer: Katie

Closing words: Julie

The regular meeting was adjourned at 6:15 pm