

Board Members Present: Kalen Saxton – Vice President, Justin Roberts – Secretary, Doug Eby – Treasurer, Jim Kerr, Yolanda Meza, and Kathleen Lucich.

Others Present: Reverend Lise, Peggy Robinson, James Dryden, Becca Bernard (by phone)

6:30pm A. Call to Order/Agenda

After brief personal check-ins and covenant/chalice lighting, Jim Kerr read the revised land acknowledgement. The chair asked for adoption of the agenda. Without objection, the agenda was adopted.

6:50pm B. Consent Agenda**1. Approval of December 2023 Meeting Minutes – Kalen**

Motion to approve by Kathleen; second by Yolanda. Passed without objection.

7:00pm C. Continued Business**1. Staffing Update – Reverend Lise**

Reverend Lise has conducted a review with Tammie. There have been discussions with the HR Committee and RE Team about changes to the DRE job posting to attract additional applicants. This could include splitting Sunday mornings from other duties, splitting younger grades from older grades, or having a RE Director at 30 hours/week and an assistant at 10 hours/week. There have also been ongoing discussions about filling the A/V position.

2. DRE Director Position: Recruiting Challenges – Kalen/Justin

There was discussion of revising the duties in the DRE job description, increasing the wage rate, separating the position into multiple positions, and/or posting the job in additional locations such as the school district, *Anchorage Daily News*, linked-in, or other places. This will be an ongoing discussion of the Board, the RE Team, and the HR Committee until the position is filled.

3. Congregational Survey Status Update – Lise/Kalen

On Monday, there was a meeting of the survey team. A draft survey has been created and will be shown to the program council on Tuesday. The goal is to have the survey available Feb 1-13.

4. Treasurer's Report: 2025 Budget Process/Policy Update – Doug

Income is continuing to be over budget and expenses continue to be under budget. This is largely due to unfilled positions (DRE, A/V, Music Director). Unless something major changes, we are predicting to be approximately \$60,000 under budget at the end of the year. We are on target for the budget creation process. There was discussion of wage increases over the past few years versus cost of living increases. We tabled a discussion of personnel management for after the budget process. The HR Committee will look into the Admin wage scale. There was discussion of increasing wages, increasing the DRE classification, and/or adding funding for the sabbatical and major maintenance funds to catch them up. There was also discussion of three possible budget philosophies/options.

5. Strategic Plan: Creation of Form to Solicit Team/Committee Input – Doug/Group

No discussion

6. Social Action Discussion – Group

Jim addressed his efforts at integrating the Teen Youth Group with the Social Action Committee.

7. Stewardship Update – Peggy

Stewardship letters were mailed out this week. The Stewardship Committee is working on the stewardship chart, tables during social hours, and outreach to members.

8. Becca Bernard Ordination – Rev. Lise

Becca called to thank the congregation for supporting her ordination. She is working on the ordination program and proposal. However, she outlined a draft budget that would include travel for a guest minister, honorarium, flights from Fairbanks, food, etc. Kaleen moved to authorize \$3800 from the UU/AK Development/Minister Fund (Fund 3423) to be used for the ordination. Jim seconded. The motion passed unanimously. The congregation will be asked to endorse the action of the board at the annual meeting.

8:30pm D. New Business

1. Whale Coast Update – Peggy

Peggy discussed expectations of the Whale Coast group regarding bedding, which may make housing this year more difficult. Whale Coast may also not meet the income expectations this year unless the number of reservations increase.

8:30pm E. Staff, Committee & Team Reports

1. Minister's Report (monthly) – Rev. Lise
2. President's Report (quarterly) – no report
3. Director of Learning and Exploration (monthly) – Vacant
4. Other Staff Reports –
5. Building & Grounds Committee Report (quarterly) – James Dryden
6. Human Resources Report (quarterly) – no report
7. Nominating Committee Report – no report
8. Stewardship Committee Report – No discussion beyond the discussion under Continuing Business above.
9. Treasurer/Finance Committee Report – No discussion beyond the discussion under Continued Business above.
10. Other Team Reports – none

8:56pm D. Executive Session

None needed.

8:40pm E. Adjournment by Chair w/o Objection

Next Meetings:

Board Meeting: Thursday, February 15, 6:30-8:30

Respectfully submitted by Justin Roberts, Secretary