# AUUF BOARD MEETING - January 16, 2025 Final



**Board Members Present:** Don Antrobus – President, Kalen Saxton – Vice President, Justin Roberts – Secretary, Doug Eby – Treasurer, Jim Kerr, Kathleen Rutherford, Mara Hill

**Others Present:** Rev. Lise, Jennifer Bluntach, Mel Langden

## 6:30pm A. Call to Order/Agenda

After brief personal check-ins and covenant/chalice lighting by Jim, Don read the land acknowledgement. Without objection, the agenda was adopted.

## 6:50pm B. Consent Agenda

1. **Approval of the December 19, 2025 Board Minutes** - Without objection, the minutes were approved.

## 7:00pm C. Continued Business

1. **Finance**
    a. Treasurer's Report. There was a discussion of a $6,112.59 donation from the estate of Art Curtis. There was a proposal to split the donation 50/50 between the endowment and the program budget. The proposal was adopted without objection. There was a proposal to move $8,000 from undesignated reserves to Building and Grounds to cover roof improvements and windows on the downstairs West side. The motion was approved without objection.
    b. December Financial Statements Review. We reviewed the summary financial statements.
    c. 2026 Budget Process. We have lost $14,000 in pledges but gained $9,000 in new pledges. The HR Committee is recommending a 5% increase in wages. There will also be increased retirement contributions for newly hired employees who will be eligible for retirement contributions. With those increases, the gap between revenue and expenses would be approximately $61,000, which is higher than previous years. This could be addressed in several manners. We discussed whether to accept the stewardship committee's goal of $315,000, whether to use $61,0000 from undesignated reserves to balance the budget, whether to use something other than a 5% increase for salaries, whether to ask the congregation to increase their pledges by an amount equivalent to wage increases, or whether to build in expectations for new revenue. Finally, there was discussion of the Anchorage consumer price index, which increased by 1.5% in 2023, 2.2% in 2024, and by 15.6% (an average of 3% per year) over the past five years. The Board agreed to the $315,000 pledge goal but with a 3% wage increases to be more in line with recent increases to the Anchorage consumer price index. This will reduce the gap between revenues and expenses to $55,000. We also discussed the new paid sick leave rules from Ballot Measure 1.
    d. New Revenue Task Force. We discussed the need for new revenue and the need to identify individuals from the congregation to lead a new revenue task force.

2. **HR Policy Manual: Approval of updates – Don/Lise**
   The HR Committee is reviewing our suggested changes from the December meeting.

3. **Social Action Charter**
   The charter has been finalized and signed.

4. **Bylaws Review: Status Update**
   We discussed several priority items that we would like to see adjusted in the Bylaws. The first is the restriction on membership of those who live outside of Alaska. We will revisit the Bylaws at our February meeting. We should let the congregation know to bring any suggestions to the February meeting.

## 7:45pm D. New Business

1. **Strategic Plan Action Items**
   Jim wrote an article for TAOF. There were no new comments in the comments box.

2. **Nominations Committee**
   Kalen moved to nominate Andrea Van Ravenswaay to the nominations committee. Kathleen seconded. The Board unanimously voted in favor.

3. **Sabbatical Planning**
   There was discussion of how to provide staff oversight during Rev. Lise's sabbatical. Board members volunteered to reach out to staff members during her absence. Jim will be the point person for Dan and A/V. Kathleen will be the point person for Ezme. Don will handle time sheets and be the point person for Richard (Admin) and Kelly (Communications). Kalen will be the point person for Jennifer and RE.

## 8:25pm E. Staff, Committee & Team Reports

1. Minister's Report (monthly) – Rev. Lise submitted a written report.
2. President's Report (quarterly) – no report
3. Director of Religious Exploration (monthly) – Jennifer submitted a written report.
4. Other Staff Reports (as needed or requested by Board) – no report
5. Building & Grounds Committee Report (quarterly) – no report
6. Human Resources Report (quarterly) – no report
7. Nominating Committee Report – no report
8. Stewardship Committee Report (monthly) – The stewardship committee submitted a report.
9. Treasurer/Finance Committee Report (monthly) – Doug provided a written report.
10. Other Team Reports (as needed or requested by Board) – none

## 8:51pm D. Executive Session

At 8:51, there was a motion to move into executive session. At 8:53, the Board left executive session.

## 8:30pm E. Adjournment by Chair w/o Objection

Adjourned by Chair without objection.

**Next Meetings:**

Program Council Meeting: January 28, 2025
Board Meeting: Thursday, February 20, 6:30-8:30

Respectfully submitted by Justin Roberts, Secretary