

# AUUF BOARD MEETING - January 18, 2023 FINAL

B.1. BOD Minutes 01-18-23 Final.docx Last Saved/Modified 2/16/2023 11:16 PM page 1/2

**Board Members Present [via zoom]** : Don Antrobus – President, Kalen Saxton – Vice President, James Dryden – Secretary, Sid McCausland - Treasurer, Kathy Lucich, Yolanda Meza, and Jim Kerr

**Others Present:** Rev. Lise Adams Sherry, Dr. Ray Macfarlane, Peggy Robinson, John McKay

## 6:33pm A. Call to Order/Agenda

Agenda adopted without objection after the addition of the minister housing allowance by the chair.

## B. Consent Agenda Items

**Move** by Kalen, 2<sup>nd</sup> by Yolanda, to adopt the draft minutes of the last. **Passed** without objection.

## 6:50pm C. Continued Business

### 1. COVID Policy Approval - Don

We note that most organizations and gatherings are dropping masking requirements. COVID is still a threat and we should be aware of the changing patterns of infection. AUUF is maintaining a posture of requiring masking in the sanctuary partly so vulnerable individuals can feel more comfortable. There are a few members who feel we are discouraging attendance and want an optional masking policy. We hear no strong feelings about an optional masking policy. As a whole, the board wants to move away from required masking in the sanctuary. Don and Dr. Ray have not collected any new data on members' opinions. Don will contact Safer Congregations and explore their position.

### 2. Honorarium Practices/Policy- Rev. Lise/Don

There was a motion (James/Kalen) tabled at the last meeting to make a policy to not pay Forum speakers. This motion was withdrawn at the request of the chair. John McKay has sent an email to the board offering suggested motions Alt#1 and Alt#2. Essentially, Alt#1 would say no honoraria are required for Forum speakers while Alt#2 recognizes AUUF standard practice of paying ordained ministers but recognizes that the Forum Committee needs the latitude to decide some cases.

**Move** by Yolanda, 2<sup>nd</sup> by Sid, to affirm that the board accepts the general policy of compensating ordained ministers but the Forum Committee can exercise discretion. **Passed** 6:0:1

### 3. Finance/Budget Update (Half Year!) – Sid

The trend of expenses and income look better than last month. We may finish FY23 at breakeven. We still need to appreciate that the loss of significant pledge income needs to be addressed. The Treasurer's Report has pages of breakdown for current operating income and expenses plus reserve account status.

### 4. A-V Tech status and Music Director – Lise

The A/V Tech position job description has been drafted. An ad for the music director position has been posted and we have received one application.

### 5. Employee Health Insurance for Minister, DLE, and others – Rev. Lise & Dr. Ray

Per our decisions at our last board meeting, the AUUF employee health insurance policy was cancelled. Rev. Lise has obtained an ACA policy starting Feb 1 and Dr. Ray is in the application process. The cost difference was worked out by Dr. Ray and a spreadsheet is to be included in the meeting documents. Peggy and Sid will work through the details and provide an update to the

board so we can see the finalized numbers. At that point, the board will consider equity adjustments for the other employees.

**6. Recruitment : FY24 Treasurer – Sid**

The nominating committee has advanced four names for board positions but has not contacted them yet.

**7. Challenge Grant Update - Sid**

The Challenge Grant is closed at this point with 41 donors and \$86,000 to be paid toward construction loan principal. This will reduce our interest costs for this loan by 40% and should essentially eliminate the huge balloon requirement ten years from now. Sid is handling sending out thank notes to all our donors.

**8:04pm D. New Business [items worked almost backwards in order but minutes are in agenda order]****1. Stewardship: Pledge Drive update - Peggy**

We will be using a new theme “Stronger Together” remembering the membership poll several years ago which indicated that the personal friendships are the primary reason that members are members. The Pledge drive will launch Sunday Jan 29 with a joint 10 am Forum & Worship.

The stewardship committee is recommending a \$300k pledge goal. Our current pledge total is \$288k. It appears that \$100k is an attainable goal for non-pledge income but we can't expect much more than that. If the annual budget is \$440k then we need pledges of \$340k or budget reductions. The board weighed the options of presenting a pledge goal that is just a slight increase but probably attainable (\$300k) versus a goal that reflects how much we need in order to not cut some programs (\$340k).

**Move** by Sid, 2<sup>nd</sup> by Kalen, to use a \$340k pledge goal. **Passed** unanimously

It is important to relay to the donors that this is an honest goal needed to avoid cuts.

**Staff and Committee/Team Reports in Dropbox - Discussion**

All reports accepted.

**9:00pm Executive Session** – Entered without objection for purpose of personnel discussion  
Exited Executive Session w/o objection

**9:15pm Adjourned** by Chair w/o objection

**Next Meetings:**

Program Council, Tuesday, January 31, 6:00-8:00 pm  
Agenda Setting Meeting, Thursday, February 9, 5:30-6:00pm  
Board Meeting, Wednesday, February 15, 6:30-8:30pm

Respectfully submitted by James Dryden, Secretary