

## AUUF BOARD MEETING - April 19, 2023 Final

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

**Others Present:** Rev. Lise Adams Sherry, Dr. Ray Macfarlane, Peggy Robinson, Alison Hansen, Andi Cordano, Annie Belts, Katie Melrose, Diane Polese, Elayne Hunter, Jaime Olson

### 6:39pm A. Call to Order/Agenda

Chair asked for adoption of the agenda. James asked to add B2 Minutes of March 20, 2023 Special Meeting to Call a Minister. Without objection, agenda adopted with addition.

### 6:42pm B. Consent Agenda Items

- 1. Minutes of last Meeting –**  
**Move** by Kalen, 2<sup>nd</sup> Yolanda, to adopt the draft minutes of the last meeting (4/15/23).  
Passed without objection.
- 2. Minutes of March 20, 2022, Congregational Special Meeting to Call a Minister –**  
The board agreed to include approval of these minutes in the business of the Annual Meeting and to put out appropriate notices.

### 6:45pm C. Continued Business

- 1. 7:00 - CYRE/CYLE Team Presentation – Don**  
Many attendees made statements in support of having a full time RE Director instead of the ¾ time incorporated in the proposed FY24 budget. Those speaking included Annie Belts, Elayne Hunter, Dianne Polese, and Alison Hanson. Attempting to capture some of the points made –
  - Budgets reflect values. We should be rebuilding with local staff and Youth Advisor
  - Volunteers can't fill the full time coordination and focus that a full time RE provides
  - AUUF needs to recognize and support the RE program which is a core function of AUUF
  - Our RE program builds community, new leaders, and connections a million times over
  - The RE Director always works more than 40 hours per week
  - There are many signs that teens need more support in recent years.
  - Such support can be critical to their lives and RE has shown it's ability to reach that group
  - Adult interaction outside of family can be very beneficial
  - Our RE program was on top of the pandemic, preserving community in AUUF and externally
  - A ¾ time position offering will change the applicant pool and restrict commitment and energy
  - Most of the RE volunteers are educators who have felt the lack of appreciation from ASD and the legislature. This feels the same way and it is not good.
  - Our youth show outstanding leadership. They need to feel supported.
  - Many of our teenagers are at risk and knowing they are supported is strong medicine
  - RE improves self-esteem and social development. This improves mental health.
  - Participation in after school activities decreases drug, alcohol, and suicide risk
  - Our many RE activities, such as OWL and Coming of Age, build social bonds that are important
  - The recent *UU World* magazine discusses many reductions that have come to RE programs, ministers, and attendance. The authors urge us to invest and rebuild now instead of cutting.
  - Congregations which have defunded RE lost their core professionals which is hard to rebuild
  - This proposed budget cuts RE by 30% and leaves other departments flat or increased
  - The suggestion that RE go to the Annual Meeting and request pledges for RE is inappropriate. That is targeted giving that has been discouraged. The board needs to recognize and support RE by changing the proposed budget. CYRE was never even consulted.

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The board discussed the history of the budget development and the fact that the proposed budget was in the Annual Meeting Packet which must be distributed 30 days before the meeting (4/7/23) per our bylaws. Some asked why we could not do another budget with a \$45,000 deficit like last year – after all, it looks like we will break even this year. Rev. Lise has generously offered to alter her employment agreement to provide an extra \$8500 savings.

This discussion was delayed until later in the meeting.

### 2. Operational Budget 2024 Changes from 3/15 Authorized - Sid, Don

This is mostly a technical point of information. The FY24 budget as authorized by the board at our last meeting was modified before distribution in the Annual Meeting packet. The AFACT contribution was dropped and the pension figures were adjusted. The new projected deficit is \$18k vs \$20k.

### 3. Employee Insurance, Minister's Health Insurance - Sid/Peggy/Don

Rev. Lise has generously offered to drop the in-lieu health insurance payments (~\$12,500) because she feels that there should be a consistent policy regarding health insurance across all our employees. As an offset, she is asking that AUUF give her a \$3000 COLA (she has not had an adjustment since coming to work in Aug 2020) and increase her professional expenses to \$7500 (which is less than the 10% agreed to in her contract). The net effect is approx. \$8500 less cost to AUUF.

Comment [J1]: Good catch, Sid.

**Move** by Sid, 2<sup>nd</sup> Kalen, to accept Rev. Lise's proposal which includes dropping in-lieu payments, provide a \$3000 COLA increase of salary, and increase her professional expenses to \$7500 effective this pay period. **Passed 6:0**

### 4. Staffing and Job Descriptions – Don

We have no new reports from HR committee. HR only meets every other month. RE Dir job description has been reviewed by CYRE and it looked great. There are delays for A/V, Music Director, DLE, and Administrator positions also. Kalen volunteered, with help from James, to try to move the administrator position forward. Yolanda, as board liaison to HR, will contact Cristy Willer, HR chair, to get more information.

There is a staff appreciation account budgeted at \$400 that has not been spent. Kathy will handle staff gifts this year.

### 5. Bookkeeping Services Update – Peggy

Peggy has set an appointment for a prospective accounting service this Tuesday. They were the only responsive firm so far. The planned scope and budget are still ok but we haven't met.

### 6. Minister's Annual Review – Don

It is moving ahead. Don is still working on it.

### 7. Congregational Survey – Don

Rev. Lise has suggested a survey to be discussed and possibly implemented through Program Council. We want to have only one survey of the members.

## 8:00pm D. New Business

### 1. Annual Meeting Logistics – Don

- Kalen organizing 'breakfast snacks'. TAYF needs update.
- Don wants board and committee members to send him highlights for his presentation.

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- Yolanda will act as registrar this year.
- The ballot will have individual names for board and the endowment positions (vs slate).
- Heather Flynn has accepted the position of parliamentarian.
- Stephanie Wheeler should give an endowment committee report.
- The TAYF article needs refresh and a new author for the issue just before the meeting.
- TAYF should be highlighting the budget meetings.

The biggest subject for the Annual Meeting is our position on the budget. We need a unified board and a prepared position to address the concerns we have heard. These concerns include concerns about how this budget was developed.

- Should we just let amendments develop at the meeting? These tend to be detailed and divisive.
- Should we offer an alternative budget? Have congregation chose one of two?
- Should we open with a new budget recommendation from the board?
- What are we going to change?
- Should we go back to a \$45k deficit?

Some discussion and input from Dr. Ray led to consensus that offering \$58,000 for a full time DRE would make the position attractive to candidates we want. With the change to Rev. Lise's position, a \$40k deficit could support \$58k for DRE and \$9000 for the youth advisor. Alison felt there are other areas to be cut. Kalen still feels there is potential to develop an after school day care and generate revenue but that would take time. Everybody agrees that increased income would be better than cuts.

**Move by Sid, 2<sup>nd</sup>** by Yolanda, to present an alternate FY24 budget, with a \$33,500 deficit, for consideration at the Annual Meeting. If that fails to be approved then we proceed with the distributed \$18,000 version. This alternate budget would include Rev. Lise's adjustment and the \$58,000 DRE salary. **Passed 6:0**

### 2. Childcare licensing – Kalen

A question has been raised as to whether Peace camp needs a childcare license has been raised. There are differing opinions on the regulations and our ability to operate during an application process if needed. Kalen is working with Dr. Ray and CYRE to get a resolution by May 1.

### 3. Securing the A/V Board from non- AV Team – Jim

AUUF has implemented a new policy that anyone who needs access to the A/V board will need to be trained. Untrained renters and such will not be allowed to operate the equipment.

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

All reports accepted but Bldg & GnDs has a request that the board approve use of \$10,000 from the Building Reserve account for upgrading the flooring material and expanding the repair to include the north lobby and the back of the sanctuary. All these areas have the old VCT tile that we cannot obtain and are in need of replacement. It makes sense to incorporate this with the replacement of the social room floor which was damaged by the dishwasher leak.

**Move by Sid, 2<sup>nd</sup>** by Kalen, to approve use of up to \$10,000 of the Building Reserve for expanding the repair and upgrading the flooring as proposed by the Building and Grounds Committee.

**Passed** unanimously.

The childcare licensing issue needs a decision for Peace Camp. Sid suggested we could operate with a parental advisory and consent. Kalen believes there is a provisional operation method during the

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application period. No one is sure at this point. There is a board consensus that we proceed to accept registration fees. We should know more by May 1 and be able to decide if we are going ahead.

**9:25pm Adjourned** by Chair w/o objection

**Next Meetings:**

Agenda Setting Meeting, Thursday, May 11, 5:30-6:00pm

Board Meeting, Wednesday, May 17, 6:30-8:30pm

Program Council, Tuesday, April 25th, 6:00-8:00 pm

Annual Meeting, Sunday, May 7, 2023    9:30am Registration & Snacks, 10:00 Call to Order

Respectfully submitted by James Dryden, Secretary