

**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

### **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 James, to adopt the minutes of the last meeting including edits in the Dropbox and the addition of “We will be following the safe congregation draft until further notice.” at the end of C2. Passed without objection.

### **C. Continued Business**

#### **1. COVID Policy Approval - Don**

James brought the issue back feeling that we should be following the CDC policy which recommends masking when local community infection rates reach a certain level. Don said his understanding is that we are masking as an added precaution beyond the current CDC policy. Kathleen said the current policy as she understood it is that all attendees of Sunday services mask in the sanctuary. Kalen said she appreciated masking in the sanctuary because of her own medical situation. There have been members who suggested we are losing attendance because of the policy. Don suggested we should collect some data on that.

**Move** by Sid, 2<sup>nd</sup> by Kalen, AUUF should continue to follow the draft Safer Congregation COVID policy reviewed last meeting. Passed unanimously

Don will review some data collection with Dr. Ray.

#### **2. AUUF Annual Awards: Final Write-up Approval - Don**

Don has text nearly ready for review by the board, Kathleen volunteered to get the plaques updated.

#### **3. Honorarium Practices/Policy- Rev. Lise/Don**

The issue was discussed last meeting but unresolved. The essence is whether 9 am Forum speakers who are ordained ministers need to be paid an honorarium if they are not acting in their professional capacity as a minister. The Forum committee would like this matter clarified. Rev. Lise felt strongly that Forum is a ‘Sunday service’ and it would be disrespectful of her profession to not pay speakers. There has been considerable effort directed towards fashioning language that adequately defines “acting in a professional capacity”. It was suggested that it would be clearest if AUUF has a policy that 9am Forum speakers are not paid. The Forum committee does not foresee asking a minister to speak in their official capacity.

**Move** by James, 2<sup>nd</sup> by Kalen, to adopt the policy that AUUF does not pay speaker fees for the 9 am Forum speakers Tabled until next meeting

#### **4. Finance/Budget Update – Sid**

The Treasurer’s report makes some strong points.

- Pledges are 5% less than our May 2022 budget expected

- The drop in pledge income will leave us with a \$60k FY23 deficit vs the \$46K deficit authorized by members
- Leaving the youth advisor position vacant and other actions have somewhat offset the projected losses
- This board needs to identify a new treasurer for FY24

The bylaws require the board to operate AUUF within the budget as approved by the membership unless there is a finding of extraordinary circumstances. The finance committee did not see the current situation as one of extraordinary circumstances yet.

**5. Attitude of Gratitude Status Update – Kathy**

There have been some good contributions to the display in the coffee area. There were very favorable reactions when the Attitude of Gratitude was presented at a Sunday service.

**6. A-V Tech status – Lise**

Lise says we need another person for the Christmas Eve service. James provisionally volunteered. HR is still working on the job description for a paid A/V Tech. Use of volunteers or youth needs to be discussed.

**7. Playground : Don/Rev Lise**

Don has contacted Peter Briggs (playground designer) and this is probably moving towards a not-to-exceed time & materials contract with Peter.

**8. Janitorial Services Contract – Rev Lise**

Shellie, AUUF administrator, has worked to obtain quotations from several janitorial services. She recommends we contract with Diomitas. The proposed contract included in the board packet is a contract for once a week cleaning service at \$30/hr for 6.7 hours per week with Zoraida Hernandez/Diomitas. This works out to about \$850 per month. The current budget provides ~\$1050 per month. There is definitely some confusion here since we hear the vendor would like to be paid more based. Yolanda is working with Shellie to sort out the situation.

The board appeared to be in agreement that we ought to be having more cleaning and paying more per month (perhaps twice a week with 10 hours total?). Historically, we paid more for the service to keep the building up to the desired standards. This budget amount may have derived from the pandemic years but may not be realistic now. We opted to approve the contract as proposed but want our administrator to understand our position and not be constrained unduly.

**7:55pm D. New Business [items worked almost backwards in order but minutes are in agenda order]****1. Employee Health Insurance**

Dr. Ray and Rev.Lise feel that they would have better health coverage if AUUF changed our policy to NOT provide health coverage to it's employees. AUUF currently obtains it's health insurance through the national UUA plan. This change would allow Rev. Lise and Dr. Ray to apply for ACA policies taking advantage of the subsidized rates. If AUUF increased their compensation by about 20%, they feel they would be better off and AUUF would not be paying any more than it does currently.

The board had reservations. There are many details here that are difficult to predict and rely upon. Such a change impacts AUUF's other employees who have opted for small (~\$2-3/hr) increases in their base pay instead of enrolling in our health insurance plan. If we boost pay 20% for these two, then we need to pay extra payroll expenses such as FICA, ESC,

Workmen's Comp., etc. plus probably raise the other employee's pay to match the 20%. Future employees and even current employees may be impacted by their spouse being hired by a firm offering health insurance. Future disparities between employees may be difficult to address. A decision is needed immediately to take full benefit of the situation since the majority of the better benefits are in the form of reduced deductibles. If we drop out of UUA, we cannot rejoin until next enrollment cycle so our employees might be left to fend for themselves in the ACA market possibly without subsidized rates.

**Move** by Sid, 2<sup>nd</sup> by Kalen, to cancel our UUA health insurance and offer Rev Lise and Dr. Ray compensation comparable to our current premiums and continue the dialog with HR for all employees going forward. **Passed** 5:1:1

It is noted that the intent is to not affect the total cost to AUUF.

**2. Recruitment : FY 24 Treasurer**

Sid re-iterates his need to have a replacement now for training purposes.

**3. Recruitment: Whale Coast Coordinator**

Peggy Robinson has volunteered to assume Denise Martin's position as Anchorage Whale Coast coordinator.

**4. Minister Housing Allowance**

The housing allowance is approved annually and does not affect the total compensation. It impacts how Rev Lise reports her taxes.

**Move** by Sid, 2<sup>nd</sup> by James, to approve the minister's requested housing allowance of \$30,000 per year (\$2500 per month). **Passed** Unanimously

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

All reports accepted.

**9:45pm Adjourned** by Chair w/o objection

**Next Meetings:**

Agenda Setting Meeting, Thursday, January 12, 5:30-6:00pm

Board Meeting, Wednesday, January 18, 6:30-8:30pm

Program Council, Tuesday, January 31, 6:00-8:00 pm

Respectfully submitted by James Dryden, Secretary