

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: Dr. Ray Macfarlane, Peggy Robinson

6:31pm A. Call to Order/Agenda

Kalen chairing meeting since Don is connecting from Florida.

Chair asked for adoption of the agenda. Don asked to add D.5. Annual Meeting Planning to agenda. Without objection, agenda adopted with addition.

6:43pm B. Consent Agenda Items

The draft minutes of the last meeting (2/15/23) adopted without objection.

6:50pm C. Continued Business**1. Stewardship Update – Peggy**

A few more pledges have come in. Our current total, including regular donors who did not contact us with a pledge extension, is \$300,170. This is close to last year and close to the \$298k used for FY24 budget. It is \$40,000 shy of the board's goal of \$340k which would have allowed a balanced budget with no cuts.

2. Employee Insurance: Sid/Peggy/Don

The employee agreement needs to be updated. There is still no general principle of establishing a general equitable method of evaluating pay scales with or without the employee health insurance benefit (referred to as in-lieu recently). We need to rewrite our employee policies. Ray announced that she was refusing the in-lieu payment because the rest of the staff were not going to be receiving it.

3. Staffing – Board Discussion

We have significant and chronic staff vacancies. Some delay is attributable to our budget uncertainties. We need to seek the status of the positions with HR and look into the delays.

Jim Kerr reports that he feels very positive about the status of the A/V team. One new volunteer is allowing some sharing of the work. Is it possible that a similar situation with the Music Director position might be accomplished where a group of volunteers could provide coverage and it would not be as hard as for just one person?

Rev. Lise is still working on hiring accompanists to work various dates. This will give her experience working with several accompanists.

4. Operational Budget 2024

The Finance Committee recommended four changes to the 3/10/23 draft FY24 budget. These increased Publicity and Advertising \$860, Maintenance/Repairs \$1,000, Snow Removal \$1,000, and Housekeeping Supplies \$100. These additions increased the projected deficit to \$21k. Since it had not been requested by anyone, the Maintenance/Repairs increase was rejected which reduced the FY24 deficit to \$20,000.

The major considerations that have led us to this FY24 budget were reviewed. Sid's memos to the board cover many items. Sid's congregational budget memo to be distributed at the annual meeting will include much of that. The board has built a budget that includes a ¾ time RE director

vs our current full time funding. The music director and A/V tech positions remain vacant but funded again in FY24. The pay rates are at the lower end of the UUA reference pay rates (cost adjusted for Anchorage). Dropping employee health insurance makes such comparisons more difficult.

Move by James, 2nd Don, to accept the draft FY24 budget as detailed in column O of the Dropbox file "C.4c_FY19-24 Operating Fund Budgets_230310.xlsx" 3/15/23 8:18pm with a deficit of \$20,000 for presentation to the congregation. **Passed** unanimously.

Move by Don, 2nd Kathy, to accept Sid's proposed letter to the congregation (Dropbox file "AUUF FY24 Proposed Budget_230315s.docx" 3/15/23 presenting the budget to the congregation. **Passed** unanimously.

7:51pm D. New Business**1. Approval of revisions to UUA Employee Benefits Trust Agreement**

Delay until next meeting.

2. Minister's Annual Review

Peggy relayed that in a list-serv conversation of UUA administrators about annual reviews, it was reminded that it is not always a positive process. Peggy and Lise are seeking some previously used forms. Peggy will share ones she finds with Lise and Don.

3. Getting members/friends back to building?

We still need to be thinking about this. The Alliance has decided to organize and sponsor an Elder's Dinner.

4. Congregational Demographics Survey

Delay until next meeting.

5. Annual Meeting Planning – Don

The annual meeting is scheduled for May 7 – historically first Sunday in May. The first big organizational question is if it should be in-person only or hybrid with zoom attendees like last year. The consensus of the board is that it be in-person only. We may run a risk of raising a quorum but this is in concert with our desire to get members back into the building. Kalen offered to organize a breakfast or something at 9 am to encourage attendance.

We divided up the tasks last year and would look to do that again this year. There are planning documents left from last year that are a start.

Staff and Committee/Team Reports in Dropbox - Discussion

All reports accepted.

8:25pm Adjourned by Chair w/o objection

Next Meetings:

Agenda Setting Meeting, Thursday, April March 13, 5:30-6:00pm

Board Meeting, Wednesday, April 19, 6:30-8:30pm

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

Annual Meeting, Sunday, May 7, 2023

Respectfully submitted by James Dryden, Secretary