

UUC Budget Annual Meeting Minutes - Draft
June 2, 2024

The meeting was called to order at 11:40 by Fred Piercy, Board President (2023-2024).

Fred thanked the members for their participation in the meeting, and briefly discussed sign-in procedures for in-person and Zoom participants.

It was determined that a quorum (124 of 229 members) was present in person, via zoom, and through proxy.

Fred presented the meeting agenda:

- Approval of 2023 Annual Meeting minutes;
- Brief report on the Board activities;
- Congregational vote on the Board slate for 2024-2025;
- Congregational vote on the 2024-2025 proposed budget.

Barbara Taylor moved to approve the agenda and Nancy Bodenhorn seconded. There was no discussion, and the motion was approved unanimously.

Frank Dupont moved to accept the minutes from last year. Margo Walter seconded. The motion was approved unanimously.

Fred provided a brief report on selected 2023-2024 Board activities:

1. With help from the Finance Committee, the Board developed a budget to support the healthy function of the church, consistent with UUC values and mission. Pledges thus far have brought in 99.23% of the proposed budget. Fred thanked the Stewardship Committee and the congregation. The proposed budget includes salary increases for the minister and LFD director, and provides additional hours for the administrator.
2. In October, Fred, Laura Robinson (Board President-Elect), and Rev. Pam Philips met with former Board presidents, discussed and encouraged better visibility.
3. Invited various committee chairs to meet with the Board to discuss their committee's mission, work, and needs.
4. Sought feedback on important issues, including experiences with capital campaigns and best practices on use of unrestricted reserve funds.
5. Developed and implemented the first annual Isabel Berney Award for exceptional service.
6. Confirmed the Board's commitment to move forward incrementally on playground improvement and equipment: this year approved a total of \$4,614.
7. Approved Finance Committee recommendations for replacement and upgrade of AV equipment, as well as a heat pump system for the nursery and library.
8. Unanimously supported a public witness statement on defending democracy.
9. Adopted a revised organizational chart that better reflects how the Board and the ministry are guided by the congregation.

10. And finally, a secret about the Board – our work is meaningful, and usually fun!

Fred recognized and thanked the Board members for their work over the past year.

- Leaving the Board are Fred Piercy (President), Barbara Taylor (Member-at-Large), Rami Steinruck (Member-at-Large). Wayne Neu's term as Treasurer is up, but he has agreed to continue into the next term until a replacement is found.
- Laura Robinson will move from President-Elect to President. Beth McClellan will continue as Secretary, and Margo Walter will continue as Member-at-Large.

Congregational Vote on 2024-2025 Board

Slate of 2024-2025 Board Candidates

- Chris Long - President-Elect (2024-2025)
- Wayne Neu – Treasurer (2024-2025) (One-Year Term)
- Joe Cooley - Member-at-Large
- Cassy Kost - Member-at-Large

Nancy Bodenhorn moved to approve, and Walt Pirie seconded.

There was no discussion, opposition, or abstentions. The slate was approved unanimously.

Congregational Vote on 2024-2025 Annual Budget

Fred introduced the budget and explained salary decisions for minister, LFD director, and administrator, based on the size of the congregation.

Frank Dupont moved to approve the proposed budget, and the motion was seconded.

Discussion:

- Question (Mary Ann Hanson): Since we didn't make the goal, where did the cuts come from?
 - Wayne Neu: 1) Cut back funds for next ministerial intern by about half; 2) Other small adjustment such as cutting a little from our reserve maintenance. No salaries were cut.
- Question (Jane Mahone) regarding salaries: if by some miracle we received a big contribution in the middle of the year, can we use it for, e.g., salaries?
 - Wayne: Yes, the Board has the power to adjust the budget up to 10% without a congregational vote.
- Fred brought up a common question - what is an appropriate formula for using unrestricted funds?
 - Based on feedback given to Rev. Pam, three to six months of entire budget should be kept in reserve as "rainy day" funds. Fred's philosophy is that if we were ever to take unrestricted funds for a good cause, the Board would ask permission of the congregation to do so.

With no further discussion, a vote was called and the budget was approved, with no oppositions or abstentions.

Fred called for additional discussion.

Graham Glynn made a motion that the Board create a strategic plan in the coming year, including target membership. The motion was seconded.

Carol Kern asked for clarification of what the strategic plan would be for.

Graham Glynn: Would be a plan by the Board, brought to the congregation, on our vision for the future and how to achieve it. It would include a vision of ideal membership numbers for the congregation (do we want to grow?). He would like to see a more forward-thinking process than what he sees in place at the moment.

George Lally commented that it makes sense, and noted how the Grounds Committee has developed a 10-year plan that will soon be presented to the Board.

Jim Kern commented that he was on the strategic planning committee (not sure of the year) that surveyed the congregation and put together a general plan. It didn't include specific numbers but did include general directions.

Bob Stimson, recognizing how such a plan can take a long time, suggested an amendment to encourage the Board to initiate discussion on a strategic plan. The amendment was seconded.

Jim Boland supported Graham's motion. The Finance Committee, of which Jim is the chair, has this discussion every year when they begin to look at the budget and think about how we can do this now but what about next year, particularly related to large projects such as playground or capital improvements that become necessary. It's important not to just plan where we can cut back, but especially how to increase revenue.

Fred commented that a strategic plan can take on a life of its own, requiring much more effort than originally planned. He prefers, instead of "strategic plan," looking toward the future and making goals, but not redoing what we've already done.

George moved for a vote as amended.

Fred: The motion, as amended, is that the Board should begin discussions about a strategic plan and what steps should be taken to develop one that is useful for the Board and the UUC.

Gretchen Luke seconded the motion.

Comment: It would be wise for the Board to come up with an outline and identify things we clearly want to work on from the beginning, so that they become the focus of the strategic plan.

Rev. Pam called attention to our Policies & Procedures; one of the roles of the Board is to implement and facilitate strategic planning through existing and ad hoc committees.

Comment by Derek Rountree: Many of our committees already have strategic plans, so the process may not be so difficult; an outline could incorporate strategic plans from the committees themselves. He also thanked the Board for starting funding for the playground.

With no further comment, Fred called a vote on the motion, as amended, for the Board to begin discussions about a strategic plan and what steps should be taken to develop one that is useful and doable for the Board and the UUC.

The motion passed.

Rev. Pam Phillips thanked Fred for his service as Board President.

Carol Kern moved to adjourn the meeting, and Pam Knox seconded.

The motion passed and the meeting adjourned at 12:20.