

**Unitarian Universalist Society of Sacramento
Board of Trustees Meeting
March 25, 2010**

MINUTES

Call to Order & Welcome Guests. Margaret Wilcox called the meeting to order at 7:33 PM.

Board members present: Margaret Wilcox, Carrie Cornwell, Alice Lopes, Lisa Malkin, Kathryn Canan, Cathy Whitney, Linda Klein, and John Abbott. Board member absent: Jeff Voeller.

Staff present: Rev. Doug Kraft, Rev. Roger Jones, David McMorris, and Carole Czujko

Guests present: Barbara Hopkins, Dorothy Mitchell, Glory Wicklund

Consent agenda: The February 2010 minutes were approved unanimously.

ORGANIZATIONAL/RELATIONSHIP MATTERS

Safe Ground Sacramento: Dorothy Mitchell passed out a petition in support of Safe Ground Sacramento's efforts to have the Sacramento City Council amend the city's camping ordinance so that property owners may allow those without homes to camp on their properties. Cathy moved and John seconded that UUSS support the Safe Ground Sacramento effort to change the camping ordinance and that UUSS add its name to the petition. Passed unanimously.

Appointment of Seya Ferghus as UUSS delegate to UUA: Roger outlined the desire of a member who joined last fall, is a young adult, and is short on funds to attend General Assembly in Minneapolis this summer. Roger has written a letter in support of her receiving a scholarship from UUA to attend GA, but Roger noted that an application for the scholarship is best received when accompanied by a \$250 contribution from the congregation in support of her travel costs. David indicated that unused staff training funds could cover this cost. Margaret read a letter from Seya explaining her desire to attend UUA and her circumstances. Carrie moved and Alice seconded that the board appoint Seya as a delegate and provide her with \$250 in support of her travel costs to attend GA this June. Passed unanimously.

Lead Minister's letter of agreement: Doug explained that his letter of agreement with the church states that he will be in the pulpit a minimum of 25 Sunday mornings per year plus requiring that he spend five Sunday mornings either in the service or with the children and youth RE. Now that we have a second minister, Doug is having trouble reaching this number of Sunday services. A discussion in executive session ensued. John moved and Linda seconded that we make no change to the Letter of Agreement. Motion failed (Ayes – 2; nos – 5). John moved and Linda seconded that the Letter of Agreement be amended until June 30, 2011 to require Doug to be in the pulpit at least 20 Sunday mornings annually and then revert to 25 Sundays mornings per year thereafter. Motion passed (Ayes – 6; no -1).

Member Connections position for 2010-11: Margaret reported that Carole would like to continue as the Membership Connections Coordinator next church year. Her internship concludes at the end of June this year. Cathy moved and Kathryn seconded that Carole continue as the part-time, bequest-funded Membership Connections Coordinator for the 2010-11 church year. Passed unanimously.

The 2010-11 Budget: Margaret reviewed the budget development process, including the work that the Executive Committee did over the past week to present a draft budget to the board. Lisa and David reviewed the details of the proposed budget including options for how to direct the excess of income over expenses of about \$6880. A discussion ensued in which Lisa asked that the board honor its previous proposal to increase staff salaries by one percent. Carrie asked that the excess and any additional funds coming in be dedicated to paying UUA dues pursuant to that being the board's second highest identified priority after a balanced budget. Margaret asked that at least some of the excess be used to fulfill the board's agreement to increase Doug's compensation which, according to UUA guidelines, is currently at the level appropriate for a Lead Minister with approximately five years of experience; she also noted the need to increase Roger's salary which is only slightly above the minimum UUA recommendation for an Associate Minister; and she pointed out that salaries tied for third among the board's priorities.

Linda moved and Alice seconded that the board approve the budget the Executive Committee proposed with an amendment to split the excess \$6883 evenly between UUA dues and ministerial compensation. Motion passed (Ayes – 6; nos – 1).

Cathy moved and Kathryn seconded that the board recommend to the congregation the budget presented to the board with this amendment and a correction to delete line 77. Motion passed (Ayes – 6; nos – 1).

Linda moved and Lisa seconded that excess net income received during 2010-11 be split proportionately on staff salary increases and ministerial salary increases. Passed unanimously.

10th Anniversary: Margaret noted that this year will mark the 10th anniversary of Doug's call to serve this church as its minister. Roger presented some ideas for celebrating including using it as a fundraising opportunity for instance by offering a bound set of his sermons and columns. Alice volunteered to work with Roger, Linda Klein, and volunteers to put this together.

Program Council report: Cathy reported that the Program Council is sponsoring an Opportunity Fair this Sunday. The council continues to work on updating committee charters.

MINISTERIAL MATTERS:

Doug reported that he had an enjoyable retreat over the past two weeks. He also noted that there are openings next year in the Spiritually Grounded Leadership group. He and Erica are hosting a new member dinner this Saturday at their home. He noted that next month it will be time for the board to evaluate his ministry.

Roger reported that Miranda Massa has assumed the RE Assistant position. In addition, we have been trying out various people to work in the childcare room filling in behind Miranda and filling in for Leeanna Ramirez, who remains on medical leave. He noted that there is much planning for RE next year going on, including youth group leader training for several churches that will be held at UUSS next month. Roger also sought board volunteers to assist with the service to welcome about 22 new members this Sunday.

Carole reported Diane Kelly-Abrams resigned from Program Council due to positive changes in her personal life. Kathy Olson will be the new chair and Mary Lou Shurtleff will be a new member of the Adult Enrichment Committee. Carole is working with the Connections Task Force on signage and other directional materials at the front of the church.

OPERATIONAL MATTERS:

Treasurer's report: Lisa reported that income YTD was 97% of budget and expenses YTD were 96% of budget.

Business Administrator's report: Dave thanked the board for its evaluation of him. He reported that Friends of the Kitchen continues to work on replacing stoves there and should be done by September. The Property Management Committee is looking at donations of benches for the entryway area. That committee is also looking at replacing the orange chairs in the Sanctuary.

Recap - parking lot - dates to remember: Next board meeting is April 22nd.

Meeting adjourned at 9:52 PM.

Respectfully submitted, Carrie Cornwell, Secretary, USS Board of Trustees