



UUCK Board of Trustees Meeting Minutes October 19, 2023

I. Call to order

In attendance were Kara Kramer, Heidi Shaffer Bish, Rev Steven, Carol Weigand, David Weaver and Kay Eckman. Virginia Horvath and Susanna Smart were absent.

After a brief check-in the meeting started at 7:00 PM with Heidi offering a reading.

II. Approve Prior Minutes and Receive Consent Agenda

There was a review of the September minutes. Rev Steven said that the COSM will be meeting with CART members on October 26 with a focus on greater inclusion and dialogue between both groups.

Reports received:

Treasurer's Report

- August
- September
- "The Year To Date balance is significantly below the YTD projection and expenses are at 95% of budget. Hopefully, pledge payments will pick up with quarterly statements sent out on October 19 serving as a reminder."

Minister's Report:

- September [2023 Minister's Report](#)

MET Report

- 10/12 [2023 MET Meeting Notes](#)

Motion to approve the September minutes and accept the Consent Agenda by Heidi ; seconded by Kay.
Motion passed.

III. Staff Paid Time Off Request

Rev Steven asked for an additional week of paid time off during fiscal year 2024 for all staff except the interim music director. He requested two weeks of additional paid time off for the Administrator. There was discussion which highlighted the hard work of all staff members and the fact that our salaries are below UUA guidelines. It was also mentioned that we do provide good benefits and that this motion is time limited. A motion to approve the request was made by David and seconded by Carol. The motion was approved.

IV. Safety Team Charge

The MET has written a Safety Team Charge for the approval of the Board. The LDC (Leadership Development Committee) will provide a slate of candidates. A motion to

approve the Safety Team Charge was made by David and seconded by Heidi. It was passed.

V. Finance Committee Update

Kay provided a report from the finance committee which emphasized the need for fiscal caution and some positive steps which can be taken to promote solvency. These include:

- Growing our membership.
- Developing alternate revenue streams which includes working with the LDC to find members for a fundraising team.
- Rebooting the grocery card program.
- Increasing rental income from Hobbs Hall. There is a need for cooperation and collaboration between CART, MET and the Campus Use Manager.

To that end Kara made a motion that directs the MET in collaboration with CART to reassemble the team that wrote the original Hobbs Hall rental policy to revisit and amend said policy. Heidi seconded it and the motion passed.

VI. FY24 Goals and Community Engagement

Rev Steven reminded the Board of Goal #1 to renew our shared ministry. A pastoral Care Team is in process. There was discussion about Adult RE. Covenant groups could consider rotating coffee hour responsibilities.

The Board agreed to hold Board Communication Sessions periodically with each session focusing on a goal and related updates. On November 19 at 11:00 there will be a finance committee report. And coffee, consuming it and a plea for help preparing it!

[FY24 Board Covenant](#)

VII. Yard Signage Policy

Tabled due to lack of time.

VIII. Executive Session

IX. Process Review

Participants listened to each other respectfully and accomplished much of the business cited in the agenda. Rev Steven gently reminded members to regularly carve out time to look at the big picture of UUCK.

X. Extinguish the Chalice and Adjournment

Heidi read closing words, the chalice was extinguished and meeting adjourned at 9:00 pm.

Respectfully submitted,

Carol Weigand, Co Secretary