



UUCK Board of Trustees Meeting Minutes April 10, 2024

Board Members:

Carol Weigand - approved
David Weaver - approved
Ginny Horvath - approved
Heidi Shaffer Bish - approved
Kara Kramer - approved
Kay Eckman - approved
Susanna Smart - approved

Call to order

Attendance in-person: Heidi Shaffer Bish, Kay Eckman, Ginny Horvath, Kara Kramer, Susanna Smart, David Weaver, Carol Weigand

Attendance via Zoom: n/a

Guest: n/a

Chalice Lighting: After a brief check-in the meeting started at 7:00 PM with Ginny lighting the chalice and offering a reading.

Agenda Review and Announcements - no changes

Consent Agenda

- Treasurer's Report: [February 2024](#)
"Operating Income (not including withdrawals from investments) is below budget projections, mainly because pledge payments are only at 90% of budgeted YTD level. However, with the \$25K draw in January from the Hobbs bequest, we are currently at 104% of the projected YTD income. Quarterly statements will go out with a payment reminder soon. Expenses are exactly at the budgeted YTD amount."
- MET Report: N/A

A motion to accept the Consent Agenda: by Susanna, seconded by Ginny. All approved.

FY25 Budget

Kay presented for the Finance Team and discussion followed. . (See links below for details)

[Finance Team FY25 Budget Recommendations](#)

"Our Recommendation:

- *Our recommendation is that we try to keep our new minister's total salary and benefits to \$75,000. Our estimate is that this amount will suffice for a ¾ time contract minister - this will require that we take just under \$30,000 from the Hobbs Bequest.*
- *Our best estimate is that a full time interim minister would cost around \$96,200. This would require that we take a little over \$50,000 from the Hobbs Bequest. We can not recommend this course of action. We foresee needing to borrow at least \$20,000 next year and possibly \$10,000 the year after. If we borrow for a full time minister this year, we may be facing steep cuts in the future.*
- *We'll need to check with the worship team before we hire a ¾ time minister."*

Proposed Budget Scenarios

We cannot maintain the health care benefits that we have been offering. We will need to use lesser benefits in the future (starting in January 2025). Note: open enrollment is in November.

We agreed that our financial viability and sustainability require significant caution. We must not exceed our capacities. That said, we seek to staff our church in a way that helps the congregation grow and thrive, presumably increasing its financial capacities as well.

We agreed that currently we search for a full-time interim minister who is willing and able to work within our budget limitation. We realize that our financial offer does not meet our own ideal nor that of the UUA recommendations. If for some reason our income exceeds what we have received thus far, those monies would be used to improve the minister's salary funds. We also have the important functions of other staff to consider as we allocate funds.

A motion to accept the proposed budget: by Heidi, seconded by Kara with the provision that additional funds over those shown as income be added to the minister's salary. All approved.

Transitional Ministry Search

Kara informed us that we will need to do a transitional minister survey, as required by the UUA. Kara reported that Rev Sunshine will inform the Search Team of options, in addition to the Interim minister options.

- Kara informed the Board that the Search Team has been meeting to work on documents and that non-Board member additions to the team are Rev. Christie Anderson, Rhonda Richardson, and Randy Ruchotzke.
- *Draft Congregational Profile* endorsement: The document was reviewed. A motion to accept the *Congregational Profile* was made by David, seconded by Kay. All approved. (Heidi abstained due to not having read the document yet.)
- Approval of *DRAFT Interim Ministerial Agreement*: The Board reviewed in detail and edited the Interim Ministerial Agreement 2024. Discussed the question of whether we might reduce the 10% being paid for retirement. The plan is to consult with UUA Rev. Sunshine about whether this is flexible. A motion to accept the draft Interim Ministerial agreement, with understanding that some of the highlighted areas will be filled in once we have answers from Rev. Sunshine: motion by Carol, seconded by Kay. All approved except Heidi, who abstained due to not yet having read the document. \$2,000 moving expenses would be paid out of the Wenninger Fund.

X. Process Review

What went well in this meeting?: helpful to have the finance team propose recommendations. Helpful that moderator facilitated discussion.

Where was there room for improvement?: none suggested

XI. Extinguish the Chalice and Adjournment

Chalice extinguished: Ginny extinguished the chalice, and the meeting was adjourned at approximately 8:45 PM.

Next meeting date: Thursday, April 18th, arrive 6:45pm for 7:00 pm start.

Next Board meeting chalice lighting and offering of readings: Kara is on for the next meeting (sequence: alphabetical by first name).

Respectfully submitted,
Susanna Smart and Carol Weigand, Co-Secretaries