

FALL CONGREGATIONAL MEETING
UNITARIAN UNIVERSALIST CONGREGATION SANTA ROSA
OCTOBER 4, 2015

Quorum count – Rev. Chris confirmed there was a quorum

Call to order – By UUCSR BOT President Susan Bartholome at 10:50 a.m.

Opening Words – Minister, Reverend Chris Bell – from the Book of James – “Be doers of the word and not merely hearers...”

BOT Trustees (BOT) members present – Marilyn Beckerbauer, Tom Bond, Bill Haigwood (Vice President), John Jaffray, Sam Miller, Linda Stabler, Gretchen Vap, Marge Wright, Pam Tennant, Susan Bartholome, President.

Review of Agenda – no questions/no additions: approved as distributed

Approval of Minutes – minutes from the June 7 meeting were presented for approval. No additions or changes so approved as submitted.

Parliamentarian for the day and Recorder - Ellen Skagerburg, Parliamentarian; Sharon Smith, Recorder

Treasurers Report by Linda Balabanian for 2014-15 to date. Fantastic year! Pledge revenue was over budget; Sunday basket revenue was over budget; donation revenue was over budget. Fundraising revenue was on budget – mainly the result of a very successful service auction last November. Glaser Center net income was over budget. Total expenses under budget; we have paid full dues to UUA and PCD for the entire fiscal year. We had \$44,000 in net income! Our finances were very stable throughout the year. Sharing the basket every Sunday has been positive for us financially and expands our generosity in our community. But, the pledge revenue is under budget about 5% - last year we were over budget. The Sunday basket is under budget by 25% - not unexpected during the summer months – last year we were under budget by 5%. Expenses are also under budget. So far we have made a fair start to the year, but we have some making up to do to stay on track. Reminder: there is no longer a pledge drive. Pledges are sustaining and will renew each year until changed. Website makes it easy to sign up for your pledge. You can have automatic payment from your checking account or credit card. Go to <http://uusantarosa.org/> - click on the green “donate now” button and fill in the blanks. Budget process continues as usual. Philanthropy team will be contacting people regularly.

Service Auction – This will be held November 7 and is the largest fundraiser of the year. Please plan to attend and participate. Come up with your own ideas for a fun or useful auction offering. Bid early and often!

Philanthropy Team – Erin Howseman reported. Members are: Rev. Chris Bell, Linda Balabanian, Erin Howseman, Bill Haigwood, Claire Beery, Natalie Brundred, Joe McCarty, Alan Bell. This team lead the transition from a fundraising drive to sustaining pledges. The goal of the team is to share an inspiring vision worthy of our generosity and to communicate opportunities for generosity through our community and outside. Helps us all connect our ministries, our principles and our generosity.

Nomination and Election of Endowment Committee Members – presented by Linda Harlow. Linda presented nominations for the Endowment Committee – there are three who are being nominated. Committee members will serve for one three year term. Being nominated: Robin Rogers, Helga Lemke, Eric Peterson. A motion was made to approve these three nominations by Mary Wolfe. **“I make a motion to approve the 3 nominees.”** There was 1 abstention, 1 vote against, and remainder voted in favor. Motion passed. Discussion: question asked: what are the qualifications? How does the general congregation have input into this? Answer: nominations come from the BOT, and the Endowment Committee votes on it and then it comes to this group for a vote. Basically people are being considered who have experience with money.

Report from Programs Goal Group – Bill Haigwood presented. Members are Susan Bartholome, Bill Haigwood, Marilyn Beckerbauer, Pam Tennant. There are 4 primary goals: (1) Improve and widen our minister’s response to members and friends who suffer grief, loss, despair, loneliness, worry and trauma by milestones book, shared ministry, caring connections, support groups; (2) Find opportunities to offer teaching in practical skills such as parenting, anger management, managing personal and family finances, relationship communication, legal support, estate planning; (3) Increase engagement with worship themes and topics related to informal discussion of sermon topics after services, using monthly service themes for TIE group discussions; (4) Further community and congregation connection in the areas of mentors for young people, adopting a school, UUCSR’s religious education programs, Friday Family Fun Nights.

Staffing Goal Group report – Linda Stabler presented. Goal group members are Tom Bond, Sam Miller, Linda Stabler. There are two goals: (1) work with the HR Committee to establish a more robust annual salary planning program and (2) research UUCSR staffing needs for the future; In terms of the annual salary setting program – raises for the staff have been very modest for the past 5 years due to general economic conditions and UUCSR’s limited financial resources. Conditions and resources have improved significantly. This year we implemented a 5% retirement program. Higher raises consistent with individual performance levels would result in a more competitive salary program. As far as staffing needs for the future – research ministerial and staffing needs for the next year, 5 years, and 10 years. Identify possible new positions, write job descriptions and determine annual costs for each position. There should be a staffing plan put in place to set priorities and timing for creating new positions. Possible positions for research are: assistant minister, financial manager, bookkeeper, web consultant, paid RE staff.

Facilities Goal Group report by John Jaffray and Gretchen Vap - (1) Courtyard shade panels – per John, the first shade is up and the Board has approved the ordering of the other 7 shades which will cover most of the court area. The hope is to have these within the next 4-5 weeks. (2) Building security – we have one bid and have solicited a second bid. Board has approved us going forward with this project. This will mean a video intercom for the front door; a key card access system for external doors, an alarm system with motion detection, cameras and phone call would be made if there is unauthorized

entry. There is basically no security currently at night when no one is here. Locks will be rekeyed so that only staff and a few other people will have keys to external doors. It is anticipated that 11 pm to 5 am in the morning the alarm will be on. (3) Kitchen renovation – per Gretchen, the kitchen will be renovated so that it works better for us since most social activities include food and drink. The current kitchen is outdated/appliances old. The floor will be removed and replaced with painted cement, replacement of 2 stoves and the dishwasher – restaurant style; new triple sink and faucet, new countertop, move tall cabinet between stoves, add upper and lower cabinets and long countertop stove to stove. The kitchen will be closed for 2 weeks during this remodel. Some funds are available from a donation separate from the budget. The Board voted on allowing a \$25K expenditure and the bid was \$22K - the contractor will work for half the usual fee. A congregation vote is needed for this expense. Anything over \$10K needs to come to the congregation for a vote.

Vote: A motion was made by Eric Skagerberg to approve up to \$25K for this project. All in favor – show of hands; against – 0; abstained – 0; **motion passed.**

Report from the UUCSR General Assembly Delegates – Susan Panttaja reported. Delegates: Susan Panttaja, Art Rosenblum, Maureen Rumford, Carol Kraemer, Margaret Coston, Dorris Lee, Patrick Gabriel. The annual meeting was held in Portland. There were many general sessions, worship, song and celebration. The general sessions can be watched online. A couple topics: Support of Black Lives Matter and climate change. Next year’s meeting will be in Columbus OH but you can attend remotely. You can vote and watch everything live.

State of the Congregation – Rev. Chris said, “It is great!” It is healthy and well. UUCSR has a wonderful group of leaders and volunteers. We have to make sure that our volunteers don’t burn out and that there is always a process for every leader to recruit members. We are healthier when we include others. We need to do a better job in communication. We need volunteers to teach in the children’s program.

Appreciation of members – Gretchen Vap presented. At every congregation meeting a few members are honored for their contributions. There are so many more, but 4 have been selected this time. Daniel Reid – sound; Roger Corman – music; Art Rosenblum – board member, treasurer, TIE, usher/greeter; Carol Kraemer – Social Advocates.

Open Forum – questions/comments: Question: what is happening on the committee for shared ministry? Answer: Rev. Chris reported that there is regular interface about his relationship with the congregation and to address any areas of conflict within the committees. We have been working on elder issues, home bound people. Good news is that we solve most of our conflicts. There are actually a small number of conflicts. Question: how are the goals for the committees determined, for example the HR Committee? Do they come up through the visioning process? Answer: At the annual board retreat we discuss and end up with a lot of goals and prioritize. Then the Board members decide which goal group they want to participate in. Question: Where do the

original ideas come from? Answer: From the visioning process, and we always have a record from past years, so we look at the goals of the past.

Closing Words – Rev. Chris led a prayer.

Meeting adjourned at 12:05 p.m. by President Susan Bartholome.
Respectfully submitted – Sharon Smith

Next Congregational meeting: WINTER: February 7, 2016

DRAFT