

UUCSR CONGREGATIONAL MEETING MINUTES
October 1, 2017

MEETING CALLED TO ORDER at 11:05 by Natalie Brundred, President, and a quorum was verified.

Ellen Skagerberg is the Parliamentarian and Sharon Smith the Recording Secretary.

CHALICE LIGHTING AND OPENING WORDS – Rev. Chris.

BOARD MEMBERS PRESENT: Natalie Brundred (President), Gretchen Vap (Vice President), John Jaffray, Sara Jones, Melinda Napier (Corporate Secretary), Gretchen Paradis, Michael Randolph (Treasurer), Sean Freese. Sam Miller's resignation was accepted with regret.

MINUTES FROM SPRING CONGREGATIONAL MEETING (June 11) were approved with two modifications: under Endowment Committee, should say a Motion was Called. Also, include the name of the Recording Secretary for the meeting.

TREASURER'S REPORT – Michael Randolph

Last year's results look really good. Our finances are divided into four parts: (1) Operations, (2) Glaser Center, (3) Restricted funds, and (4) Endowment Fund.

Operations net income = \$22,700. This excludes about \$31,900 from building improvements, which came from the prior year's income, not this year's. This does take into account about \$23,600 from non-materialized pre-school rents (that were in the budget). Pledges = \$453,900 (80% of the operational budget). \$17,000 over anticipated pledges. Donations = \$64,000. Investment income, sales, other = \$40,000. Total revenue = \$558,000; Total expenses = \$539,800, excludes transfers from restricted funds of \$4,000.

Glaser Center net income = \$23,700; Gross income = \$59,400 (mostly rental income, \$3,000 over budget); Total expenses = \$35,700 (including overhead expenses).

Restricted funds from share the basket and retreat fundraisers – UU members gave approximately \$112,000 to share with the community. We also support UUA and PCD through dues of \$25,700 and the North Bay Organizing Project (NBOP) with \$3,000.

It was noted that the conversation about funding does not seem to be about funding our “vision”. We will be talking about that in the future.

NOMINATION AND ELECTION OF BOARD MEMBER AND ENDOWMENT COMMITTEE MEMBER – Richard Senghas, chair

VOTING ITEM: Motion made to elect Sean Freese for a 2 year term on the Board of Trustees to fill the spot vacated by Sam Miller’s resignation. Moved and seconded. No discussion. **All in favor.**

VOTING ITEM: Motion made to elect Susan Dickey to a 3 year term on the Endowment Committee, starting January 1. Moved and seconded. No discussion. **All in favor.**

STATUS OF BUILDING IMPROVEMENT – Paul Gilger of the Building Improvement Group

Slide presentation about the status of the upstairs. We are now limited to ten people upstairs at a time because of building codes. There are rooms upstairs that are being under-utilized. The stairs are very steep. Right now we need to keep any meetings in the first three rooms. The rest is for storage. There is a small bathroom upstairs. At the very end of the storage area is a very narrow and steep staircase that is virtually inaccessible and very dangerous. The staircase leads out the back door. We are looking at ways to improve the upstairs with the possibility of an elevator in the future.

REPORT ON UUA GENERAL ASSEMBLY – Susan Panttaja, GA Delegate

Susan gave a brief update about the annual meeting. People come from all over the country and world to attend workshops and worship services and public witness events and to conduct the business of the Association. The 2017 GA was held in New Orleans in June. Rev Chris attended, as did a couple other UUCSR members. Certain GA business items must be voted on by the full association (delegates). Each congregation or fellowship is allowed one delegate for 50 members. UUSSR is entitled to 7 delegates, including Susan. None of the delegates attended GA in person, but instead voted online. This year the delegates elected a new UUA president, Rev. Susan Frederick Gray, from a field of three fine candidates. We also elected members of the board of trustees and UUA committees and commissions.

Next year's GA will be held in Kansas City, Missouri in late June. Being a delegate is a great way to learn more about UUA. Most of the GA events are live streamed and some are recorded for later viewing, so it could be very good to look at some of these.

PRE-SCHOOL REPORT – Linda Balabanian

Linda presented for Jan Hess and Barrie Noe since they were unable to attend. The Glaser Center Committee has been handling pre-school issues. With great disappointment it was reported that the pre-school will not be happening in the foreseeable future. Though the school started out very interested, when the bids came in for construction, they were way above their expectations. The pre-school representatives were supposed to reply back to us by September 25, and there has been no further communication. Right now, it appears to not be an alternative.

UPDATE ON NAMING OPPORTUNITIES POLICY – Richard Senghas

Natalie Brundred, Chris Bell and Richard Senghas have been meeting to discuss this. Richard has forwarded a draft of thoughts in process to Rev. Chris and Natalie. At the next Congregational meeting we will be looking at a policy. We are trying to put together a general policy for different circumstances, such as honoring a person or an event. We want transparency and openness in terms of a democratic situation and inclusiveness on types of people reviewing this and giving input. Also we want to protect privacy. We are trying to cultivate a sense of shared community. We would like to see an advance notice of 60 days or more that a naming opportunity is available. Question: would we want a final nominee or a set of nominees? Feel free to give any input you might have. Thought presented from the floor: Could you schedule a focus group before it comes to the Congregational meeting so we can ask questions and give input before then? Richard indicated this sounded good. The proposed policy will be approved by the Board and will then be voted on by the Congregation.

BOARD REPORT – Natalie Brundred, Board President

Goals for 2017-18: At the Board retreat, we went back to the 2015 All-Congregation visioning process, looked at the 5 greatest concerns and picked one of them to work on as a Board. It is the one about communications – Opportunities to Interact with New People. We're looking at a Welcoming Friends program. We want to connect new people with established members and allow them to become long-term members of our community. Susan Dickey will be heading this up.

Second, each Board member will become a liaison to several UUSCR committees or teams in order to have a stronger connection between the board and the committees.

Third, Talk to a Board member will be modified so that instead of sitting at a table, we will be coming to you during the Sunday Social Hours. We want to know of any suggestions, concerns, etc. you might have.

Fourth, we want to encourage a culture of generosity, appreciation and gratitude. Natalie acknowledged the Stewardship Team for their work in this area. They had a "Five to Thrive" party to express their appreciation for people who are tithing at least 5% of their income. Everyone's contribution is vital. We want to find lots of ways to thank people.

Last, We have a very pressing need is for an Assistant Minister. Rev. Chris is operating at 160%. This will serve each of us, our UUCSR community, and the larger community we live in. The second position of importance to staff will be the Communications Coordinator. We do so much good work, and we need to let the community know about it. Managing this is a big job, and we have grown to the point where it needs a part-time staff member. This person will also manage the website. We want to work on hiring both of these positions by the end of the year.

Natalie indicated she is always ready to receive your communication, as is anyone on the Board.

STATE OF THE CONGREGATION REPORT – Rev. Chris Bell, Minister

This report is really about the state of our individuals and programs. It's kind of a soul question – how are we at a heart level? It is good; it is loving. People experience kindness when they come here. We might fail in some ways but we are seeking to improve. All good things flow.

Too many congregations are driven by old methods, and congregations then end up bickering over small things. Not a lot of that here that drains your energy. We have to preserve all that energy for the real fights in the world. The biggest thing that will be happening this year is that our beloved 10-year Director of Religious Education will be retiring in January. The current plan is that we will hire a part-time interim person to work for the remainder of the church year. We have a natural instinct to hire someone exactly the same or very different. The part-time interim person will allow us to see where our organization is going next year, and this will give us greater direction for the RE organization.

Rev. Chris indicated he is very excited about a theme-based resource center called Touchstones that would give themes for the year – daily readings, things to read at the breakfast table and would be interwoven into the sermons.

Board communication is great. We are trying new things.

The Lay Chaplaincy program is floundering right now but will take off.

Thanks to the Stewardship Team. They read a book on how to make the annual pledge drive obsolete. Accordingly, we need to live in a constant process of raising money.

Perhaps we need to write letters to other pre-schools to see if anyone else would be interested in renting here.

We enlarged the staff this year by hiring a bookkeeper, so some of the bookkeeping work was taken off the Administrator's plate. This frees her up to take on a little more leadership, and that's a change. Janis will probably not be able to drop everything to assist you right away as she's done before.

Rev. Chris indicated he's grateful for an Assistant Minister and will personally benefit from it, but the goal will be to bring the benefit to the congregation.

Thanks for all the work on the upstairs project.

Lastly, he is going to sell his house. He needs to rent rooms to afford to live there, and is tired of having roommates.

APPRECIATIONS: honoring members who have gone above and beyond – Gretchen Vap

Paul Gilger (Architect/Ops/building improvements), Robert Houseman (quality music contributions), Linda Stabler (Board of Trustees/personnel work/slides for Congregational meetings), Melinda Napier (long-time Saturday breakfast shopper), Debra Wiig (Advertising and Glaser Center publicity).

Natalie thanked Janis Brewster, Anna Lisa Wiley and others for the work on the directory and annual report.

CLOSING WORDS – Rev. Chris

The meeting was adjourned at 12:38 p.m.

Upcoming Congregational meetings on February 11, 2018 and June 10, 2018

Respectfully submitted by Sharon Smith