

Called to Order: 4:05 p.m. by President Tom Mosher.

Board Attendees: Trustees (Position): Tom Mosher (1), Doug Deaton (2), Dick Burkhart (3)
Quorum Present Luba Johnston (5), Cindy Fine (6), and Justin Bell (7).
Minister: Todd Eklof (ex-officio)

Guest(s): Lynn Jinishian and Terry Anderson

Agenda: Approved as presented.

Minutes: Minutes of the September 2024 Board of Trustees (BoT) meeting were approved as presented.

Minister's Report: T Eklof reported the following:

- 1) North American Unitarian Association (NAUA) Summit went very well with good attendance in person and online. Videos are available on YouTube via the UUCS website under Watch Services. John Wood's Keynote Address video has been watched by many. A Spokane reporter wrote an accurate report for local news.

(NOTE: Although not an agenda item, after Todd's NAUA summary report, Terry Anderson, engaged the Board in a conversation about getting the UUCS online-community more involved in UUCS events and activities. Terry is the crucial person enabling our ZOOM community attending the 9:15am service. Terry volunteered to reach out to the online community and work with Rebecca to make sure these folks are welcomed and have a full opportunity to engage in as many aspects of our UUCS community as possible, including membership.)

- 2) Rebecca and Todd can't locate a church Mission Statement. T Mosher will check with Julie Jose.
- 3) The Shared Ministry Team is working to start congressional discussions about possibly leaving the UUA and have planned a January 12th Zoom meeting to answer questions and gather concerns/ thoughts. They hope to
 - a. get people talking about it prior to the Annual Meeting and
 - b. provide the BoT with some data and suggestions.
- 4) The Operations Team is looking into forming a Social Activities Team that can arrange events like monthly potlucks, an annual dinner, Thanksgiving luncheon, and new member celebrations.
- 5) T Eklof plans to take February 2025 off for a time of study again this year. He also wants to take a "soft sabbatical" for the five months after February where he can back off of church management duties. Todd would be presenting three sermons per month, as normal. This would require some form of gatekeeping for requests to Rebecca; but Rebecca would manage Church business on a daily basis, deferring to Todd as needed. The Shared Ministry Team and/or BoT could help educate people on how to get most questions answered without bothering her, similar to what the previous Healthy Relations Team used a few years ago.

President's Report: T Mosher reported the following:

- 1) T Mosher attended a Zoom UUA Pacific Western Region staff member meeting, which was mostly attended by small congregations without physical facilities. Their concerns were mainly related to finances, membership and leadership development.
- 2) Donna Borden Rhodes was appointed by the BoT to the Finance Team by Board action and she agreed to be the Finance Team Chairperson.
- 3) The Nominating Team is still working to identify candidates for the vacant Trustee position.
- 4) The Social Justice Coordinating Council will prepare a written report about the suggestion for the church to consider becoming an "Apartheid-Free Congregation".
- 5) C Fine sent T Eklof the four questions that the Jacksonville FL church is using to get their congregation discussing UUA membership. T Eklof indicated the first three questions could help start UUCS conversations.

- 6) T Mosher reported that a few members have expressed concern about the loss of Welcoming and Membership teams.
 - a. Ushers try to direct in-person attendees to the Welcoming Table.
 - b. Terry Anderson plans to reach out more to the online community to offer ways to get more information and make donations. Possibly QR code(s) and email sign-ups will help. He will report back to BoT next month.

Operations Team Report: None.

Treasurer's Report: D Burkhart, Treasurer, reported upon his analysis of some budget issues, noting our Generosity Campaign was about \$10,000 short of our goal (\$270,000 versus \$280,000). He also noted our pledges were slightly greater (4%) than last fiscal year's; but that only 90% of last year's pledges were paid: whereas 95% is typical for churches. He further pointed out that whereas our previous year's budget had about a \$7,000 line item for non-pledge income, this current income line item is nearly three times that at about \$20,000. This presents a substantial challenge for the Church to generate a lot more non-pledge income. Failure to do so will severely tap our dwindling reserve fund.

He also reported the Church can only draw \$40,000 from reserves for one more year with the minister's temporary pay cut. He suggested we try to cut the draw from reserves in half each fiscal year, e.g., \$20,000 this year, \$10,000 next year, as a minimum. (The current 2024-25 budget actually calls for a reduction that is more like $\frac{3}{4}$, but which may be difficult to achieve.)

Ad Hoc Team Reports:

Member Policy Proposal Process: J Bell and T Mosher drafted the Attachment A process for individual members to propose Annual-Meeting, all-congregation voting resolutions. T Mosher read into the BoT record for later discussions

In-Person Attendance: L Johnston, C Fine and J Bell drafted the Attachment B list of ideas to attract more in-person attendance at Sunday services for later discussions, noting some ideas were discussed earlier in this meeting. T Mosher will refer to Rebecca for comment and advice.

Income Enhancement: D Deaton and T Mosher drafted the Attachment C list of income enhancement ideas, which will be referred to Rebecca for comment and advice.

Old/Unfinished Business: BoT discussions on the proposed amendment to BoT Email Use Policy – Postponed.

Future Business: Items not to be forgotten:

- 1) Review End Statements with church membership
- 2) 2025-2026 Update Strategic Plan, possibly with review of End Statements and a visioning process
- 3) 2025-2026 Review Ministerial Agreement

Next BoT Exec Committee Meeting: November 20, 2024 4:00 p.m. (D Burkhart floating Trustee)

Next BoT Meeting: November 27, 2024 4:00 – 5:30 p.m.

Member Input: None.

Adjournment: 5:41 p.m.

Attachments:

- A. Draft Member Policy Proposal Process
- B. Ideas for Groups and Activities after Church
- C. Ideas for Solving Budget Shortfall

Submitted by M Johnson, Recording Secretary with details added by T Mosher and D Burkhart.

Add an item 5 to the UUCS Policy Governance Policies and Procedures document, as follows:

4. BOARD-OPERATIONS TEAM/MANAGER LINKAGE: As set forth in Section 2 (Operations Team) and 3 (Governance Process) of these Policies and Procedures and Article I of the Bylaws (Name, Purpose, and Governance), the Board is responsible for overall governance whereas the Operations Team/Manager implements the policies and oversees day to day operations of the Church.

5. MEMBER-GENERATED CONGREGATIONAL MEETING RESOLUTION: Member-generated resolutions proposed to come before a Congregational Meeting must not appear on the agenda for such meeting until subject to and in compliance with the following:

Submitted with a minimum of ten supportive signatures of UUCS Members or submitted by a UUCS Team of group recognized by the Operations Team.

Submitted to the Board at least 6 weeks prior to such meeting for the Board to review for consistence and compliance with (i) Federal and State laws and (ii) UUCS Articles of Incorporation, UUCS Bylaws, and the Board's Policies and Procedures.

The Board, by majority vote of the currently serving Trustees, may modify/alter the wording of the proposed resolution for consistency with 5.b., while maintaining the spirit and intent of the proposed resolution.

Purpose – draw more people into church after services to increase a) attendance, b) membership, c) raise revenue (possibly) and d) more community activities within the church,

Proposed time- mainly after 2nd service say 12.20 or 12.30pm

Place back of church, or chapel or classrooms

How often once per month for a given group.

Possible groups to primarily after church.

Monthly potluck group. Details on this one will be provided by others.

Feedback group. Discuss the sermon, books or ideas mentioned in service.

Engagement groups – meet talk and get to know each other. People will meet and talk about their favorites; favorite food, recipes, travel spots, movies, books, etc. Meeting and greeting games are often a favorite at these events.

Favorite Ecology group - people talk about favorite ecology item and bring in favorite movies, books, etc. You have 5-10 minutes to show your favorite item, movie, or idea. It is OK to mention the problems, but the purpose here is provide a possible solution. There are a thousand solutions mentioned in short videos on YouTube.

Restart the problem solvers group (it is now defunct and some people would like to restart it and meet at the church).

Heather Cox Richardson discussion group. It seems that a large number of people in the church follow her daily.

Group that learns simple techniques for dealing with spam, malware, computer spyware, invasive computer cookies, and email phishing schemes may be able problems. Led by Justin Bell after 2nd service. Justin will bring in laptop and cell phone and coach on simple techniques and may show small simple videos. This will be a drop-in group and will last 15 minutes to ½ hour. I may occasionally solve a specific computer problem.

AI discussion and training group.

Write in a group. The congregation will write down their favorite type of group. There may be some type of favorite groups that I did not detect.

Off subject - possible individual photo session and create new membership phone book

Draw backs to groups meeting on Sunday. Some groups may wish to meet on some other day.

Some people want to leave quickly after church on Sunday.

There is limited time after 1st service.

It may create issues with clean up or lock up if groups linger too long after church.

My suggestions.

My concept is to have these possible groups mentioned in the Sun and announced briefly in the Sunday meeting. A brief description would be printed in available in the back of the church. A sign up sheet would be present nearby.

Report to BOT 23 October 2024: IDEAS FOR SOLVING OUR BUDGET SHORTFALL

- Hold a potluck kickoff dinner at the start of our Generosity Campaign.
- Hold a fundraiser art sale after getting members and others to donate artworks of all sorts.
- Have a monthly special collection for UUCS at Sunday services – "keeping UUCS sustainable."
- Compile a list of local nonprofits and communicate that UUCS has rental space available.
- Compile a list of local wedding consultants and do likewise.
- Ask Madeline and Dan Gore to create a music concert; promote it well and share the proceeds with them.
- Communicate via email, perhaps monthly, to SUUN email list, explaining our financial status and need, asking for suggestions. Provide a specific email address for them to respond to.
- Send out a simple, carefully crafted questionnaire/survey via email, to as many UU congregations as possible, asking for fundraising ideas.
- Contact Pacific Western Region (UUA) with same/similar questionnaire as above.
- Contact some selected non-profits with same/similar questionnaire as above.
- Place ads in local media (radio, TV, FaceBook, etc.) inviting non-profits to consider UUCS as a meeting place (for a reasonable fee - similar to the local Bluegrass society).
- Enhance income from our annual auction with a potluck dinner followed by a live, in-person auction along with remote bidding via zoom; with some entertainment between dinner and auction.
- Have outreach tables at farmers markets and other events, similar to our LGBTQ PRIDE PARADE table.