

Minutes
First Universalist Unitarian Church of Wausau
Board of Trustees Meeting
November 15, 2016
6:30PM

Board Members Present: Briquet Miller, Cedar, Jefferson, Peterson, Maier, Heiser
Staff/Visitors: Anji Spialek, Julie Trombley, Linda Haney

Called to order at 6:30PM

Opening Words: Leonard Cohen's-Anthem

Agenda Consent and Repair:

- Co-Treasurer appointment added
- Team Reports will include Lifespan Report

Approval of October 18 Minutes: Motion Kevin/ Randy... MC unanimous

Treasurer's Report

October 2016 Year to Date reports created by Randy. Continues to appear we will have a surplus at year end. Pledge receipts still lagging. In past, have received nearly 97-99% of what has been pledged for the year. We will put a reminder in Circuit Writer and Mail Chimp. Randy, Kevin and Jody met with Carol Bronston regarding reducing long term debt by making a significant mortgage principle payment and renegotiating the terms of the mortgage.

Minister's Report: No discussion

Committee/Ministry Team Reports: All reports submitted in advance with discussion on the following.

Search Committee: (Linda Haney)

- Search document (Congregational Record) will be online December 1. They are finalizing this following teleconference with Ian and the whole search team. Randy reviewed the Congregational Record and made some suggestions. He feels we are in line with UUA recommendations for salary/housing and benefits.
- One member of the committee has resigned and there are no plans to bring anyone new on at this point.
- By January 2 the names of those interested will be available to the committee. They are working on interview questions and will do practice interviewing.
- Laurie met with the team to work on communication and it was helpful.
- Jeff McDonald will present the results of the survey.

Lifespan Faith Development: (Julie Trombley)

- Julie presented a report with current numbers, what she has been working on, what's been working and what is challenging. The Owl Group is large, which is great, but poses challenges. This does include non-members; a practice which is hoped may bring in new members. Having this on Sunday morning may not be the most ideal time. The UUA recommends it be a separate time from Sunday morning. Julie is finding that she is missing opportunities for connection with youth and families. Hopes to build some momentum with youth and get some energy around their interests...Lock in..Youth Cons...etc. Randy noted that development of Lifespan Faith Development Ministry Team might build the structure and time to network with others.

Personnel Committee:

- Motion(Jody/Kathi) to approve the additions related to electronic communication and insurance options (noted below) as recommended by the Personnel Committee for the Personnel Manual: MC unanimous
 1. Electronic Communication
 2. Insurance Options (If not taking our medical plan there is availability to receive a monthly amount as determined by the Board and ability to add dental insurance at their cost.)
- Recommendation regarding delegating staff supervision and authority for hiring and terminating employees to the minister in consultation with the Personnel Committee and the Board President was discussed. Despite the good work done on this, a change to this policy would require a congregation approved bylaw change as well. As proper notification to the congregation was not feasible in the time frame for the upcoming annual meeting, it was agreed to revisit after the first of the year as to how best to address.

Old Business:

- **Annual Congregational Meeting:** Reviewed slate for Board, Nominating Committee and Endowment. Randy will give the President's Annual Report to the Congregation.

New Business:

- **Member Certification Adjustments-Financial Non-contributors:** Decision made not to follow the approach used last year related to non-contributors. Further consideration needed on a better process for establishing recognition of financial stewardship responsibilities in members. No additional certification adjustments will be made at this time based on lack of financial contributions. In addition, the UUA is changing fair share guidelines based on budgets rather than membership, which is another reason we may want to approach this differently.
- **Congregational Poll:** Motion to table Congregational Poll till next meeting (Due Feb. 1) and schedule sessions to discuss. CJ/Jody...MC unanimous

Restricted Funds Withdrawal Requests

- **Mortgage Principal Payment:** Randy, Kevin and Jody presented scenarios for mortgage payoff and made a recommendation to:
 - Use \$15,000 of restricted/special gift funds to decrease principle (plus \$10,000 from endowment)
 - Decrease amortization from 23.5 years to 20 years
 - Lock in new interest rate for 5 years
 - Continue to pay premium at budgeted amount even if 1&2 would result in lower premium

Motion by CJ/Kathi to execute recommendations 1-4 as presented. MC (unanimous)

- **Co-Treasurer Appointment:** Motion by Kathi/CJ to appoint Randy as Co-Treasurer effective January 1, 2017. MC with one Randy abstaining. Randy will assume operations financial analysis for the board and congregation, while Carol will retain Endowment Committee responsibilities. Mary Pierce will continue to be responsible for monthly financial report production. Randy will assume this role during the maternity time Mary will be taking next year.

- **Yawkey Bathroom Remodel: (Tim/Property Committee)**
 - The kitchen remodel with memorial funding (\$150,000) from Barb Seegert is expected to be complete under budget at around \$123,000. The Yawkey Hall Bathroom has been in need of remodeling for years and is not adequate when renting space for weddings, etc. The estimate to remodel the bathroom is just under \$20,000. Tim inquired about using remaining funds from this memorial for this purpose. The bathroom will be handicap accessible, which was something Barb was passionate about. The Board authorized the Property Committee to use funds available after kitchen work is complete to be used for remodeling the bathroom, noting this was consistent with the spirit of Barb's gift.

- **January Circuit Writer Article:** Tim will provide an update on the kitchen remodeling project.

Adjournment: Adjourned at 8:30PM with a birthday celebration for Tim and Randy.

Respectfully Submitted,

Nan Cedar, Board Member, filling in for Secretary, Judy Beier