

FIRST UNIVERSALIST UNITARIAN CHURCH OF WAUSAU

BOARD OF TRUSTEE MEETING MINUTES

October 17, 2017

**Meeting called to order 6:30pm**

**In Attendance:** Beier, Briquet Miller, Cedar, Hupy, Kurth, Maier, Peterson (presiding) Wright, Mason (ex officio), Spialek (administrator), Trombley (DRE), Jefferson (Treasurer)

**Visitors:** none

**Chalice Lighting, reading and reflection:** It was noted that we have had many visitors in the last weeks.

**Agenda Consent and Repair:** none

**Approval of the September 19, 2017 minutes:** Motion made, seconded and passed to accepted minutes as presented. Kurth abstained.

**Treasurer's Report:** Report submitted in writing. Jefferson briefly went over his monthly narrative further defining the status of the budget. He also commented that he wished the board to review his reports and actions and determine if they wish to go forward with both his involvement and Mary Pierce's as co-treasurers.

**Minister's Report:** Report submitted in writing. Mason further explained the complications of hiring the proposed music director. According to UUA guidelines the director cannot be both choral/music director and occasional instrumentalist. There are different pay grades and set responsibilities for the different expectations of these positions. He is going to do further research and contact board members via e-mail once a decision on the pay scale for the position is decided. He is hoping that this can be settled as soon as possible.

**Staff Reports:**

- Congregational Administrator: no report
- Religious Education: Report submitted in writing

**Committee Reports:**

- **Property Committee:** Peterson noted that the body of his report will be given during Reserve Fund Policy/Endowment Committee Report in New Business.
- **Stewardship Committee:** Speaking for the committee, Peterson thanked all who attended the Kick-off Sunday and attended the luncheon afterwards. Both were well attended with Christina Priewe giving the Stewardship presentation during the service.
- **Nominating Committee:** No report See New Business

## Old Business:

- **Press Release Status:** The Church office sent a release composed by Mason to all the various news outlets provided by Cedar that the Wausau School District uses. As of this date the Wausau Pilot and Review posted the review.
- **Defibrillator status:** Shannon Thielman sent Peterson the cost of a new defibrillator which is \$1199.00. She said no training was necessary as it is voice activated. Training in CPR could be given to anyone who wished it however. It was suggested that perhaps we could partner with a local hospital by having their name on the device. Peterson is going to get back to Shannon.
- **Installation Up-date:** The installation committee has the day's events planned with a reception after the service in the Atrium. Area clergy are being invited although it was noted that they too are having Sunday services at that time. Urban Street Bistro is catering. The Friday evening before the event there is a reception at the home of the Briquelet Millers.
- **2<sup>nd</sup> Reading of the 2018 Budget:**

As the is at present a deficit in the proposed budget the board began looking and income projections and expenses to see where changes need to be made.

Discussion began with the viability of assuming there will be \$10,000 in non-pledged contributions again next year. Spialek countered that this has been the trend and felt it was an appropriate amount.

Maier felt we need to challenge our community to raise more in pledges that is currently projected. He suggested a 15% increase although he recognizes that that is a real stretch. He felt that this year especially with a new minister, new RE director initiating new outreach programs, and increased attendance at services it was the right time to for the challenge. Although there was some thought that perhaps we need to do more outreach before setting such a lofty goal.

Mason suggested researching the pricing policy on building rental and use. Maier again stressed that we can raise income from a few sources; parking, building use, the main thrust must come from increase pledges.

Mason stressed that cutting professional expenses for staff did not mesh with our goal of best training for those who are in the front line of the church and who so greatly impact part of our mission.

It was also suggested that we investigate better methods to advertise who and what we are over and above just print advertising.

Jefferson reminded us that there must be a Sabbatical line item as we need to put money away for that eventuality. Even though it is 7 years down the road, it is prudent to start saving now.

Suggestions for balancing the budget continued and the final budget, after going back to the administration for further work, will be presented and defended at the Nov. meeting

New Business:

- Reserve Fund Policy/Endowment Committee update: Maier, Peterson, Briquelet Miller and Mason met with members of the Endowment Committee to discuss the Reserve Fund Policy vis a vis the goals of the Endowment Committee. Concerns were raised as to potential policy conflicts between the Committee and the ad hoc Reserve fund committee. Also of note was the best vehicle to use to invest reserve fund money. It was at this point that Peterson noted that he has comprised a list of long term capital projects, some of which were written down in 2010, 14, 16, some of which have been completed, some will need to be addressed in 5-7 years ( or longer out) some sooner. With Endowment restrained from committing only a yearly 5% of their money, if we had a catastrophic event which needed more than what was available from endowment, we would be hard pressed to tackle the problem with no readily available "capital "fund. These discussions are ongoing with the Reserve Fund committee and the Endowment Committee meeting again.
- Board Nominating Committee Member: Wright agreed to be the Board representative on this year's nominating committee. Other standing members are Heather Busig and Jeff Leigh.

Meeting adjourned 8:45

Next meeting Nov. 21, 2017 6:30 pm

Respectfully submitted,

Judy Beier, Secretary

**ALL SUBMITTED REPORTS ARE AVAILABLE AT THE CHURCH OR FROM THE SECRETARY**