

FIRST UNIVERSALIST UNITARIAN CHURCH OF WAUSAU

BOARD OF TRUSTEES MEETING MINUTES

OCTOBER 16, 2018

Attending: Beier, Briquet Miller, Busig, Hemp, Kurth, Monarski, Maier, Peterson (presiding), Wright, Mason (ex-officio), Jefferson, Treasurer.

Staff: Spialek (administrator), Trombley (RE)

Visitors: Tom Eberlein (Endowment)

Chalice lighting, reading, reflection: We welcomed fall again

Agenda Consent and Repair: Add a Social Justice report in Committee reports.

Approval of the Sept. 18, 2018 minutes: Motion made/seconded to approve. All in favor, 2 abstentions: Wright, Maier.

Treasurer's Report: Jefferson submitted report is writing. The financials are in line with budget with the exception of Building and Grounds due to the \$12,000.00 bat removal invoice. If the pledge income remains at the same % as the previous months the end of the fiscal year should be good. This means we may not have to draw the budgeted \$15,000 from the Reserve Fund, and could pay back the \$2,500.00 allocated to the 2018 budget from Endowment. All decisions will await the end of the year.

Minister's Report: Report submitted in writing and there were no comments added.

Staff Reports:

Congregation Administrator: Spialek submitted her report in writing. She did add that all reports for the annual meeting must be into her office for dissemination to the congregation by Nov. 21, 2018.

Religious Education: Trombley submitted her report in writing and added that 4 new children have joined the program since her initial report.

Committee Reports:

Property Committee: Peterson submitted report. There were no additional comments.

Endowment Committee: Eberlein handed out three reports: the historical timeline of the endowment, disbursements of dollars by category and the FY (I July 2017 -30 June 2018) numbers. He stated the committee will be meeting prior to the annual meeting to share and discuss planned giving concepts. He was reminded of the date cutoff for the Annual meeting report.

Ad Hoc By-Law/Endowment Changes: There was no report as there was some confusion as to finality of the Sept 18, 2018 report. It is now assumed that that was the final report and it will be submitted to the Board during the Nov. meeting for approval.

Stewardship Report: A report was submitted by Spialek updating the pledges from the kickoff Sunday. She was very encouraged by the initial response with both increase in pledges and new pledges. This year's committee consists of Marsha Fitzgerald, Sarah Thurs and Carl Drake.

Social Justice: Jerry Phelan has agreed to chair to Social Justice Committee for 6 months while they get organized and submitted the minutes of their first meeting. They will keep the board informed of their actions and if need be request input from the Board.

Old Business:

Audit is continuing to be worked on by KeberRose, they have requested documents from Spialek and are meeting with Mary Pierce soon to finalize their report.

New Business:

Endowment Report: See Committee reports.

Budget presentation: A motion made/seconded to accept 2019 budget as presented. A long ranging discussion ensued going over many of the line items in the budget. As of this first reading there is a \$2,400 shortfall. There was general agreement on the budgeted increase in salary (in line with UUA recommendations) for the congregational administrator, and increase in hours, salary and discretionary budget for Religious Education director and program. We also discussed a salary increase for the minister even though he is on a three year contract at a set salary. The consequences of those increases on the bottom line of the budget were unable to be known as we don't have the actual numbers. There was also discussion on the need for some dollars to be put into parking lot maintenance as we know the concern regarding the integrity of the blacktop on the apron of the east lot is suspect. There was also discussion on the need to recognize the importance of the Religious Education program as that is the future of the congregation. The program has grown tremendously since the hiring of Trombley and this trend must be nurtured. We also discussed relying on a draw from the Reserve fund to shore up the bottom line. This will be discussed further.

After much discussion the original motion was amended to postpone this vote until the November meeting to give everyone time to study the budget and submit questions/concerns as needed. Amended motion passed unanimously.

Meeting Adjourned 8:45

Respectfully Submitted,

Judy Beier, Secretary

ALL SUBMITTED REPORTS ARE AVAILABLE AT THE OFFICE OR FROM THE SECRETARY