

UUC BOT Minutes October 18, 2022

Present: Dawn Ashenbrenner, Randy Jefferson, Kara Hall, Karen Monarski, Brian Mason, Jeff Leigh, Brian Stezenski-Williams

I. Consent Agenda & Repair

- Add a personnel issue
- Add Board Development issue
- Motion to approve the agenda as revised by Dawn, 2nd by Kara, approved unanimously

II. Approval of the Minutes

- Motion by Kara, 2nd by Randy, approved, with one abstention

III. Strategic Plan

- Board Development – Dawn drafted preliminary changes to the bylaws, to rename the “nominating committee” to “Board Development & Nominating Committee” and revise the number of Board volunteer from “9” to “6-9.”
 - Dawn motioned to present the changes to congregation at the annual meeting, Brian SW 2nd, approved unanimously
- Capital Campaign – Randy & Sheryl met and discussed all three campaigns: stewardship, capital campaign, & endowment. Things are beginning to take shape, but much work remains on all 3, starting with stewardship.
- Membership – Kara has not been able to meet with Josh, but has spoken with a friend who works in marketing. Lots of ideas, not clear how we can execute and what permissions we need to re-brand. Rev. Mason has spoken with a web designer about changes that would bring us into the 21st century in terms of visibility and security
 - After further discussion, there was consensus to combine participation with membership, so Karen and Jeff will join Kara to work on both jointly
- Stewardship Campaign - discussion re: theme: “all-in” ...20% of our congregation does not contribute any financial support; the nine top donors contribute 50% of our revenue annually which makes a vulnerable to sudden large losses of funds if the major donors decide to reduce their giving or pass away without a plan to endow their annual support.

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- Budget – we need to review the draft budget this month closely so we can be in a position to approve a final draft in November
 - Randy provided several handouts
 - He recommends to committing to making 2023 a growth year – somewhere between 9 – 11% increase so we can:
 - Add a staff position
 - Grow the RE program for kids
 - Recommendation to create a board policy that limits the amount of money that can be spent on capital projects with funds from the annual operating, to \$10,000. Any capital project more than \$10,000 will require a separate fundraising effort.
- Motion to go into closed session by Jeff, 2nd by Karen, approved unanimously
- Motion to adjourn by Dawn, 2nd by Kara, approved unanimously