

**Unitarian Universalist Congregation at Montclair
Board of Trustees Meeting Minutes
Annual Congregational Membership Meeting
May 15, 2016**

Got started 11:15pm.

Opening Words: Mike

Welcomed everyone. Reviewed some of the highlights of the past year, pointing out that the previous year the Board had been focused on giving Charlie a great send off but now we had to get down to business (compared us to parting the red sea).

We identified four board goals at our retreat. But got sidetracked with the lengthy process of choosing a ministerial selection committee. Now we have to get back to work on the goals:

Communication

Organization chart

Taking care of our building and looking at serious deferred maintenance issue

Figuring out what kind of board do we want to be.

You will be hearing from the Board and Transition Team and Selection Committee a lot in the coming years.

MESH is a program that has grown in size and reputation and it is well known in the community. It is a real treasure.

Mike explained parliamentary rules.

Motion to accept rules / seconded / passed

Turn to Item 5 in the agenda.

Motion to accept the minutes last year's annual meeting / seconded / passed

Treasurer's Report: Chris Corbett

Proposed Budget:

Fiscal year July 1-June 30

Process: How the budget comes into being

It starts in the fall when the treasurer and finance committee all have informal conversation about our expenses and our available funding; our challenges and priorities.

Finance committee looked at that list of challenges and priorities in December and the Board looked at it in January.

Treasurer emailed all committees and staff members about funding needs.

In March we go into a working period: this year Donna, Dennis Kurtti, Chris Administrator drafted a sample budget. This is why we need people to get pledges in early.

At the end of working meetings we end up with budget and then moves on to formal approval by the Finance Committee. Then onto the Board and The Board spends time considering it. That process will be improved a little.

This was a tough year:

1. Famous ceiling falling; we discovered that we needed to replace the roof and deal with other deferred maintenance. We were looking at \$100,000
2. Some of our fundraising and rentals were falling off. We had \$16,000 less in income.
3. A lot of inflationary pressures, all around employee benefits. Had two employees who will be eligible for the pension next year. Added up to an additional \$18000.
4. Had to pay for ministerial search.
5. One time funding. We've done a lot of good things; Senior Youth Coordinator, assistant music director. But one time funding can't go on forever. This was coming to a close. The stock market it not going up; we did not have a surplus last year.

Challenges:

Winter was coming on we had to deal with the roof prolem.

Justin focused on what we needed to do.

Raised \$118,624;
25,000 reserve fund
15,000 capital fund
16,174 other funds on ha d
62,450 donantions

Emgency met, roof is beautiful, but we are going to need a capital campaign. We didn't do it this year because time was too short; takes 2 or 3 years and takes the focus of the congregation.

Second prong of our attack; new emphasis on annual pledge drive

Sometimes we have a lot more volunteers for the auction. In the past we relied on the pledge chairs doing all the work. This year Jerry put together the team. We increased our pledge drive 11%. From modest giving to higher pledge giving basically saved the day.

From this flows the budget:

Up by 3.7 %

Funded new senior minister search \$16,000
Funded inflationary areas \$18,000 kept faith with our employees
Reduced reliance on one-time funding
14/15: \$34,000
15/16 \$21,000
16/17: \$9,800

Dennis will be able to zero this out

Financially we increased our maintenance budget:
14/15: \$10,000
15/16: \$15,000
16/17: \$19,500

Have to do this over and over again to get it up to an adequate level.

We didn't achieve everything we wanted to:
No raises for our employees.
No additional hours for employees.
Fair Compensation initiative: this will be a year of planning; no specific money
Looking for the possibility of an Employee Committee being formed.

Frugal budget that positions us well for future. Puts us into a good position for the future.
Rentals will achieve; pledges are solid; not going to have another ministerial search.

See mailed budget:
Proposed \$647,164 (an increase of \$23,449)

Expenses: \$623,715 (23,449 more than last year)

Long term savings: Our funds are a long term savings but they did not do well.
We took a hit of over \$75,000
We planned to take \$30,000 out to help with emergency repairs.
The rest is the market fall.

Total major funds \$36..... down from \$.....

This is my third and last report. I think Dennis is an excellent choice. A pleasure to do this because

Questions:

Francesca: Is \$7,500 for social justice: LMNJ dues and our Sharing of our Riches.
John Lytle: Could you mention some top items: the other side of the roof will have to be done; other roofs, structural things with stucco. Our kitchen needs things done.

Sarah Scalet: What happened to ministerial training in Charlie's name? We raised \$25,000 hoping to have interns come in on the (interest from the) proceeds. So we need to figure out how to do that.

Jerry Fried: Thank Rev. Osterman for suggesting a pledge drive team rather than a husband/wife. I think we will be working towards a year round process. Thank particularly Nancy Felix, etc. Key difference is doing a lot more one-on-one interaction and outreach. It was a joyful process talking with all these people. The key is increasing one-on-one canvassing. Asking people to make a significant increase. Second is talk about what is important to you in the congregation. This year was through these conversations. In favor of budget, in favor of process, take that gratitude into future years.

Motion of adopt budget /motion / seconded / passed

Election of committee members:

Board of Trustees followed by NLDC

Executive Committee is elected annually then three new trustees at large.

Two new members: Neilia Sellars will introduce our slate.

This is my last year on the NLDC. Introduce other current members: Shirley Matthews, Teresa DeSousa will be new chair, Dionne Ford Kurtti and Lawrence Ransey and Connie Thames will be going off to go on the search committee. So four members are being added.

Officers of the board: Mike Mernin, Sue Raufer, Dennis Kurtti, Sheila Eby

Members at large: Doug Andrews, Paul Black [one more—I can't think of his name]

NLDC

Dorothy Sommers, Judith Rew, Arlene Dodge

Board elected / Silke abstained

Motion to adjourn 12:05