

UUCM Board
Budget Priorities
March 7, 2017

Attending were President Michael Mernin, Vice President Sue Raufer, Treasurer Dennis Kurtti, Secretary Sheila Eby and Trustees Jim Abramson, Doug Andrews, Steven Mintz, Mary Moriarty and Denise Rodgers.

Michael moved we go into executive session to discuss the steps we will take to honor Judy Tomlinson at her departure. Sue seconded the motion and it was adopted.

Mary moved and Michael seconded that the board come out of executive session. The motion carried.

Mary moved to honor Associate Minister Judy Tomlinson by renaming the sub-Pierls room after her. Steven seconded the motion, which carried. Dennis motioned to name Judy Tomlinson minister emeritus. Sheila seconded the motion, which was adopted.

Budget priorities

Jim asked why we are having this comprehensive conversation about our finances when we can't afford so many of the things we're discussing. Denise said if you don't look at an entire budget, don't see opportunities for small changes that help you achieve the most important things. Subsets of congregants have desires to spend money on things they particularly value. We can't have a comprehensive conversation until we prioritize large and small items, from roof repair to snow shoveling.

The board agreed that we should have another meeting in the next four weeks to list congregational needs, one by one, comprehensively. All board members said they would send Dennis any questions they have before that meeting. We should also ask staff, like Danielle Carlo and Jaclyn Puleo, what they need. Line by line we will go through the budget, voicing our questions, articulating anything we don't understand and stating whatever expenses we foresee – that the congregation needs three new PCs, for example. We could do that maybe three weeks from tonight.

Denise noted that we also need to compare last year's budget with this year's. Dennis said, it's there. We need to know did we overspend or under-collect. And depending on where you are in the year, you can look good or not so good. People are more generous in some parts of the year. This will allow us to understand the budget in more detail; see what we want to fund and what we want to deemphasize.

We will submit our questions and come to the board meeting. Our priorities will come out of this.

And we should talk about job descriptions. How many hours a week they're budgeted. The benefits they're entitled to, and whether or not we're in keeping with Montclair directives, which say all employees of for-profit businesses are entitled to a certain number of sick hours as a function of the number of hours worked. We can't give these benefits to new people without giving them to longstanding staff. The group decided to hold off on sick leave policy until we had a more full quorum.

Justin Osterman's recommendation that we call "sick leave" "paid leave" was mentioned. Denise didn't favor that idea, saying part-time people generally take care of personal business on their own time, and we want to make it clear they shouldn't come to work when they're sick.

Doug reported that our remuneration figures for the congregation's new RE and M&CL positions were in agreement with what Chris Corbett and David Pyle thought appropriate. Judy Tomlinson had looked at the numbers, too. Doug will put the job description on Kona and we can all give our comments. Denise suggested we have a non-UU look at it, because it is not unlikely that we'll hire a non-UU.

Sue motioned to adjourn; Sheila seconded the motion, and it carried. The meeting ended.