

**UUSMC Board of Trustees  
Minutes  
January 25, 2017**

1. Chalice Lighting and Spiritual in-gathering Greg/All
2. Reflective reading discussion Greg/All
3. Staffing proposal from RE-Imagineers Jamie K. and David B.

Staffing the RE program could be accomplished a variety of ways. Hire a DRE who would take control of all the programs; hire a coordinator or two part-time. Might depend on the skills and interests of people interviewed. What is needed is someone to lead the Youth Program and someone to lead the “kids” program. A youth coordinator might be more needed. Adult volunteers seem more willing to work with younger kids and this program has momentum to carry it for a while.

What if money were not an issue? A DRE to oversee the whole program and a youth coordinator.

What is missing that a staff person would do? Some administrative tasks (reporting to UUA, background checks), manage the rooms and supply inventory. Have someone who can create and implement the curriculum. Provide consistent communication with parents. (Parents do feel they are getting more feedback.)

When do we need to start a search for a fall hire? Now

Two coordinators seems like a good idea since it requires a different skill set for managing the youth. 10 hours each position. We can go through the UUA but we don’t think we have the resources to hire a certified RE professional. We will do a local search. The positions will be paid hourly so if one week took additional time (for staff meetings) they could submit the additional time.

We will create two positions descriptions and advertise them to see what kind of response we receive. Judy, Michele and MQ will serve on the search committee. Debbie has already been asked if she could take on some of the admin tasks.

4. Minutes approved via email Vicky
5. Treasurers Report and Bequest Discussion & Stewardship Steve/All  
Stephen submitted report via email.

Topic 1: Finance

This committee discussed how to utilize the gifts left to the church by Anne and Frank. Total is roughly \$230,000 (One gift at 169,167.00, and the other approx. \$60K- I can't find the exact number). Finance is proposing that these funds be put against the mortgage, which currently stands at a balance of roughly \$435K. This would cut the mortgage in half, and in turn would cut the monthly payment in half as well, freeing up financial resources.

Personally, I support the idea, but I think we should look at something else as well. I know there is some data somewhere concerning a solar power plant for the church. If we used Franks gift against the mortgage, the results would be very similar: dropping the mortgage to approx. to \$266K, and reducing our monthly obligation considerably. If Anne's \$60K could cover a solar garden with the capacity to meet all our power needs, we would also free up our monthly energy expense. I don't know how much it

would cost to meet our entire energy needs. This option would have the dual benefit of reducing our liability, and at the same time adding an asset that extends UUSMCs value.

Additional Discussion:

3 things you can do with a windfall:

- Start and endowment
- Build something or start to build
- Pay down mortgage

Possibly use it to lead a campaign to get additional donation.

What about solar project? Would respect both Anne and June McCarter's interests. Could also earn money and reduce energy costs. We currently have about \$1400 in fund. Solar could cost up to 75k.

Spend 10-12k on upgrading RE rooms for experiential learning (science/nature, yoga/meditation)

Look for other projects that would have visible impact: video monitor in sanctuary, sound upgrades.

Concern about economy: would an endowment make more sense to protect us from loss, lower membership, etc. Would an endowment be liquid enough if the need was there? Can be designed that way.

We need to make an announcement to the congregation. Greg is going to write a letter.

Topic 2: Stewardship team

Fran L, me, Ram J, Melissa B, Greg, MQ and Bob B have held a few meetings with our focus on congregation education on the shift in pledge year, alternate giving, and a charter for the permanent Stewardship team. We are planning -assuming Board assent- holding a Stewardship orientation on Sat. Feb 18. The proposed agenda is attached. We are planning to meet next week to finalize the curriculum. Current presenters are me, Fran, Greg, Judy, and Adam K (even though we haven't reached out to all these people - to confirm that they will be able to attend). Once we get beyond this milestone, we will roll out the new pledge drive, and Stewardship charter for new team (which ideally, I'd like to be chaired by Melissa Bryson).

If the Board OKs the 02/18/2017 orientation, we'll get something to Deb in the office for inclusion in the forthcoming weekly emails and Order of Service.

6. Chris Crass Debrief and Celebration Greg/All  
Raised a total of \$2895. See Greg's debrief.
7. DNA Process/Meeting February 25 Seetha  
The DNA group has been using Turning Point: Essays on a New UU as a way to synthesize what we've been doing. Hope to promote this meeting more than just announcement in program – additional emails, announce each Sunday.
8. Minister/Staff Report Greg  
Highlights: 30% increase in Chalice Lights. Certifying 138 members with UUA. Extra funds from Chris Crass will be donated to the Agape fund.
9. Realm Software Greg  
Realm is Congregational Management Software. Cost is based on avg. monthly attendance about \$150 month depending on including the accounting package or not. Allow us to management membership and financials. Cloud-based and allows member data access (members can view their own info and limit what

others can see.) Can create pathways for members – what classes or workshops have been attended or would be “next”; can track attendance; Minister can add Pastoral Care info.  
Board approval next steps for testing and final quote.

10. State of Conscience from David Pyle MQ  
The board reviewed the Statement of Conscience and approved our support.
11. Colleen Rivers proposal Judy  
Colleen is a young woman who does shredding for a small fee. Needs office space to work. The board approved if the staff agrees and space is available.
12. UUDAN Judy  
UUDAN would like UUSMC to be fiscal “home” for organization. Currently having leadership issues. Discussed offering some suggestions for applying for 501 c3 or c4, opening a checking account, speaking to DANA for advice.
13. Spiritual Closing Greg

Dear Fellow Board Members and Greg,

David Pyle asks that we consider signing this declaration as a community and of course if you would like to, as individuals. I've cut & pasted the message below, in case the links do not work in David's email below.

*At this extraordinary time in our nation’s history, we are called to affirm our profound commitment to the fundamental principles of justice, equity and compassion, to truth and core values of American society.*

*In the face of looming threats to immigrants, Muslims, people of color, and the LGBTQ community and the rise of hate speech, harassment and hate crimes, we affirm our belief in the inherent worth and dignity of every person.*

*In opposition to any steps to undermine the right of every citizen to vote or to turn back advances in access to health care and reproductive rights, we affirm our commitment to justice and compassion in human relations.*

*And against actions to weaken or eliminate initiatives to address the threat of climate change – actions that would threaten not only our country but the entire planet – we affirm our unyielding commitment to protect the interdependent web of all existence.*

*We will oppose any and all unjust government actions to deport, register, discriminate, or despoil.*

*As people of conscience, we declare our commitment to translate our values into action as we stand on the side of love with the most vulnerable among us.*

*We welcome and invite all to join in this commitment for justice.*

*The time is now.*

I would appreciate it if we could carve out 10 minutes to discuss this at the next board meeting, one week from today.

Thanks! MQ

302-463-1022 c.

Re: Colleen Rivers

Colleen Rivers is a 26 year old intellectually disabled adult. Colleen is supported by a service agency that is funded by the State to provide services to disabled adults. Basically, Colleen has a support person that helps her interact in the community. In Colleen's case, she shreds paper a few hours a day, three - four days a week. We are looking for a facility that will let Colleen use a small office area to shred paper. She needs access to a rest room. Access to a microwave and small refrigerator is ideal since Colleen brings her lunch each day. Colleen provides her own shredder (small residential size 110 vac shredder) and her own shredding material. She could fulfill your needs for shredding if you would like.

The location of the church is ideal due to the proximity of the park. The intent for her routine is to have Colleen shred for a few hours, eat lunch and spend some time in the park.

I can tell you that prior to my recent building sale, Colleen used our office in Newark for her community activity. It was a very rewarding experience for our office and we are hopeful we can find her a new group so she can embellish their life's experience.

Sincerely,

*Roger*

**Roger T. Boyce, CFPS**

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