

Unitarian Universalist Congregation of Sterling Board Meeting Agenda

May 3, 2017

President	Koren Barwis	Vice President	Rosalie Clavez
At Large	Jackie Mills	Secretary	Albert Pucio
At Large	Teagan Kutz	At Large	Ben Freidson
At Large (Youth)	Paisley Ashland		

Also Present: Linda Weaver, Alyssa Lum, John Monroe, Kathy Ashland, Stephanie Roche, Ashley Burczcak
Absent : Karen Hawley

6:00 -- Dinner (Ben)
Pizza and Salad!

Chalice Lighting – Intern John

7:00 – Welcome and Check-in

7:10 – 2017/2018 Budget (Alyssa)

- See April Finance Reports
 - Some savings from Music Director and Childcare role unfulfilled
- Lease Update
 - New subtenant interest
- Costs for Interim Minister is significantly more than a settled minister
 - Could be savings if Interim starts in August 1st
- Worship Expenses will be going up (for guest speakers)
- Music Expenses will be going down
 - Guest Musician budget will be cut
 - New Music Directory will need to lead and accompany
- RE
 - One paid RE teacher
 - Nursery budget cut
 - Look into Youth Volunteering
- Finances are going up
 - Credit card fees
 - ToDo: (Teagan to Megan Foley) Investigate credit card processing
- Membership funds are going down
 - Pathway to membership foods
- Rent
 - 2.5% growth (better than 4%)

- Cleaning
 - Might go up
- Big Question:
 - How do we turn this budget into something we can implement?
 - Volunteering, Lay Leadership
- Rev. Anya's last payment
 - Rev. Anya informed us of a tradition for a month's payment
 - She didn't take her full sabbatical
 - She didn't take her vacation
 - Congregation is in financial straits and we find that it would be difficult to fulfill this tradition given that we've been cutting programs to make budget
 - Three options were discussed/considered:
 - Not pay send off
 - Postpone bringing Interim Minister by a couple weeks and use the savings to finance the send off.
 - Contact long standing members to help a little more to provide extra funds for
 - Raise what we can and help finance some of the RE funding requests, maybe not provide full payment but at least provide something
- LREC request
 - Kathy Ashland and Stephanie Roche are present
 - Having RE not at the 1st service might be a mistake
 - New Visitors are bringing their families to the 1st service
 - Ask that we refocus monies on people and not things like (rent, etc)
 - Volunteers are hard to find, that's why we have paid RE
 - Find more volunteers for RE
 - Volunteers need to be around 6 months before they can help out
 - The request is to prioritize new funding for RE, if financial situation changes
 - Can we do another request from the pulpit?
 - Perhaps a raffle?
 - Registration for families? Fees?
 - Other fundraising ideas are welcome and can be discussed in the June meeting.
- Signing the lease
 - 3 year lease
 - 2 months free
 - 2.5 % increase
 - Plan approved unanimously
- Discussion on investing more in Membership and Outreach
 - Let's have a plan before allocation

7:35 – Interim Minister Search Update

7:50 – Events

- Cinco de Mayo
- Gay Men's Chorus
- 5/21 – Annual Meeting
 - Nominations & annual report

8:00 – Music Program Update

- One candidate for Music Program Director
- Additional fee for Kids Choir

8:05 -- RE Update (Linda)

- Report forwarded
- We've heard from Lisa, Kathy, and Stephanie

8:10 -- Intern John Update

8:15 – Carry-over to-do's

- Next Board Meeting – June 7 (Dinner – Teagan)

8:20 -- Checkout and Closing Reading – Intern John

2016/2017 Board Goals

- INSTITUTIONAL DEVELOPMENT -- Have a plan for our space – vet options for staying, leasing, buying -- by a determined date
 - Establish Task Force with Board connection by 9/1/16
 - Board provide timeline by 9/1/16
 - Recommendation by 1/1/17
 - Plan for next steps by Annual Meeting
- WELCOME & ENGAGEMENT -- Define the goals of the Membership program
 - Assign leaders
 - Reshape group to meet goals
- DIVERSITY -- Empower JTW & Justice ministries, along with Membership to increase diversity and inclusion in the congregation.
 - Proactively target key audiences
 - Increase repeat attendance
 - Create annual census + survey (how are we serving people, what do)
- OUTREACH -- Find a home for Outreach.
 - Solidify approach
 - Empower Membership and Justice to act
- LEADERSHIP – Determine new way to nurture lay leaders
 - Formal program vs. mentoring

Highlights from Rev. Anya

Summer Worship Calendar by 6/1, for through 8/13

Summer Intern -- Ashley Burczak, serving June & July. Will begin second week of May - meeting with the Staff on May 9th, and sharing the chalice lighting in the service on May 14th. 3-4 services in July.

Letter From Landlord

Dear Koren,

A few years back, Mr. Bob Brown, then-president of UUUCS, asked me why the rent for your space had increased so much over the years. I analyzed the rent increases that we had issued to UUUCS for the prior ten-year period, and I learned that on an average annual basis, the rent for UUUCS had increased a little over two-percent (2%) per year. Then I went to the U.S. Government website for the Bureau of Labor Statistics, and the data indicated that the Consumer Price Index, used for measuring inflation, had increased an average of a little over two percent (2%) per year over the same prior ten-year period. Bottom line, our rent increases had very closely followed the general price increases in the overall economy.

You have asked me to "lock" your rent for the next three (3) years. If I do this, and prices we pay for your real estate taxes, snow removal, fire alarm service, etc., increase at historical rates, I am actually losing money on your lease for the next three years. Some landlords have negotiated a slightly higher rent, and then if they are asked to freeze prices for several years, they can sometimes agree since they have a little extra "buffer" built into their rents. We don't have a large "buffer." Remember that we have exercised no rent increase for this year, 2017, and we have done it for you several years in the past if our expenses have been below our budgets. Thus, it is extremely difficult for me to waive all rent increases for several years.

I said I would stretch as far as I can go for you. I will limit annual rent increases to 2.5% for the next three (3) years.

The other terms and conditions offered in my April 5, 2017, email to you are still in effect, including the two (2) months of free rent.

We have offered a very attractive package for the renewal of your Lease, and we hope you decide to stay with us!

Warm Regards,

Tim