

Board Meeting, August 8, 2018

Present: Bill Breedon (Sabbatical Minister), Pat Fisher, Diane Kennedy, Judy Lumbert, Betty Lynch, Mike Middleton, Babette Miller, Tom Mulcahy, Judy Murphy, Diane O'Brien, Peg Paulson, Tracy Shringarpure

UPDATE FROM BILL BREEDEN;

Betty Lynch called the meeting to order and lit the chalice.

Bill gave the opening reading from Buddhist Meditations.

Bill informed the members that he received a call from a rector with a Catholic church. The rector requested a reference for Darrell, ASUC's part-time, temporary custodian. Darrell has applied for a part-time position with that church and wants to keep the position with ASUC. Bill gave him a positive reference. Bill recommends that we raise Darrell's salary of \$10/hr to \$12/hr. He feels Darrell works hard and is performing well after about 6 weeks. Milton is also pleased.

Betty asked that the Board consider a pay increase for Darrell. There was discussion. Darrell was hired as a temporary custodian. Judy Lumbert feels it's important to wait on a pay increase til we're in a position to make a permanent offer. She also notes that Anastassia should be part of the discussion regarding staff. There was general agreement with this and with the consideration of more money.

Betty asked that Mike and Judy consider how a pay increase will impact the budget and come to the Sept. Board Meeting prepared to discuss further.

Bill told Board members he was honored to serve as Sabbatical Minister for Anastassia.

JULY 2018 BOARD RETREAT MINUTES

Tom moved to accept the July 2018 Board Retreat Minutes and Diane K. seconded. The motion passed unanimously.

TREASURER'S REPORT:

Mike provided stats on church service attendance over the past 24 years as well as the past 5 years of Anastassia's tenure.

Mike discussed with the Board the fact that there are several congregants who have not completed their pledges for the past fiscal year and who have not pledged for the coming fiscal year. The fiscal year has shifted and it may be that habits have not changed. He feels there's no reason to panic, but it's worth keeping an eye on this.

Mike may have Nancy Baney send a letter with statements, maybe a reminder about the change in the fiscal calendar. Betty suggested including an addressed envelope with an option for a credit card in the reminder. There was some consideration about doing follow up calls after the letter is sent...if there is no response. Betty suggests we turn the decision about follow up over to AZ.

Bill suggests that, when a family or individual stops giving or attending, a friend be asked to have a conversation with him/her, to express interest/concern.

This year's budget...one month in... 1/3 of our pledges for the year have come in. This usually happens at the start of the fiscal year. Our cash position is good.

Diane Kenned moved to accept the Treasurer's Report and Peg Paulson seconded. The motion passed unanimously.

HOW TO BETTER COMMUNICATE WITH THE CONGREGATION AND GET MORE FEEDBACK FROM THEM

The Beacon has been discontinued. Most Board Members weren't aware of this. No one seemed to know why or when. Babette notes it's a concern for some congregants who aren't able to attend and don't use the internet. They enjoyed having a mailed Beacon. Peg will talk with Anastassia to see what she knows. She will ask if anything is planned to replace it.

Tracy asked about posting the agenda for Board Meetings. Betty says it would be very difficult to have an agenda ready more than a couple of days in advance. Betty will find ways to remind the congregation that all are welcome to attend meetings. The agenda can be posted on the web site when it's up.

Tracy suggested that, on the 3rd Sunday of the month, the Connection Cards ask: "Is there anything you want the Board to know?" There was agreement with the suggestion. **Peg will follow up with Robert.**

BOARD SIZE...DO WE WANT TO DOWNSIZE?

Governance policy states a minimum of 9 members. We have 11. We could downsize 2 or downsize 1 in case someone quits during the year (and this does happen). We could also decide to remain at 11 this year and consider downsizing in the future.

Peg advocates for a smaller number, but with a structure to accomplish tasks. There was discussion but no decision.

Betty asks that the members think about Bd size and come to the next meeting prepared to discuss how many members, why, and steps to get there.

WEB SITE UPDATE (Tom Mulcahy)

ASUCindytestsite.com This is a temporary site.

Structure is in place and we need content. We could do a soft launch...switch the current site over to this. The first users will be the beta testers. When we're happier with it, we'll do a full launch.

Currently, there's a calendar, services... but, little else. Tom, Betty, Sarah, Robert have admin rights. There are different levels of access. **Tom will add Anastassia.**

A committee to develop content was formed....Peg, Betty, Judy, Diane O., with Tom.

COMMUNITY 2020 IMPLEMENTATION REPORT (Babette Miller)

Committee to meet this week. The mold remediation company will meet with the engineering firm to begin work.

The congregation voted for the Gold Plan, but the pledges funded the Silver Plan level. There will be a few things on the Silver level that will not be funded. **Betty asked Babette to have a Community 2020 rep write something for "In the Know" to explain this to congregants.** It will need to occur several times for everyone to understand.

There will be a monthly update on progress from the Committee.

BETTER DEFINING THE MISSION AND VISION AT ALL SOULS;

Tracy volunteered to form a task force. We have a vision/mission, but it needs to be more succinct.

COFFEE HOUR ON AUGUST 12 (Peg)

We'll celebrate Bill this Sunday. The Board has responsibility. There will be cake and ice cream. Tracy, Betty, Pat will bring savory items. Judy Lumbert will bring fruit, Tom will bring vegetables. Babette, Diane, Betty will assist with clean-up.

There needs to be notice that folks may pay as they're able, so no one is excluded for financial reasons.

The Board met in Executive Session until 9:15 when the meeting was adjourned.

Next Board Meeting: Wednesday, September 12 at 7 PM.