

Final Board Minutes, Saltwater Church Board of Directors  
 Tuesday, January 15, 2019, 7 pm, Meeting Room and Zoom Room

Time	Action	Presenter	Notes
7'00	Call to order Opening words, chalice lighting	Susan Judy	Present: Susan Aigner, Tawney Collins-Feay, Bill Adams, Judy Featherstone, Ray Valpey, Rev Kristen Kuriga Janeane Weprin, Gaye Greeves via zoom
7'05	Check-in	All	
7'15	Consent Agenda Minutes Agenda  Minister's report	Tawney Susan Gaye Kristen	Judy recommends; Bill seconds approval. All vote yea
7'15	Treasurer's report		<p>Gaye answered questions about individual items. Negative receipts in the endowment fund are due to the change in market value. The market took a hit in December. The Facilities and Grounds budget covers routine expenses and smaller projects. The building maintenance reserve funds larger things that come up unexpectedly. The building depreciation funds will eventually cover routine projects, i.e. furnace replacement, painting, and other predictable maintenance issues. The Lighthouse roof will require a Fundathon and/or small capital campaign because we have not yet accumulated a big enough balance in the depreciation fund.</p> <p>Approved and accepted unanimously.</p>
7'20	Amounts for the Family and Medical Leave program	Gaye	New WA state law: employers must make premium payments into Family Medical Leave program. Based on current salaries, this could be as much as \$600 for 2019. The church could choose to

			pay it all, or could have employees contribute a portion. Do we need to make a policy? Moved and seconded to have the church pay all of the premium for Family Medical Leave for staff for 2019. (Further comments: we are not in compliance with the UUA regarding guidelines for family health care coverage, and we need to revisit this before the next budget is made)
7'35	Acting HCT follow up	Susan, Kristen	Susan has asked the three acting HCT members to have a meeting, and they will do so this Friday.
7'40	Church events discussion		Do we need policies to define what makes a church event? How do we create accountability to ensure groups are within mission and vision of the church? Policies around inclusivity and welcoming around church programming are needed. Future agenda item. Susan will send links to UU leaders listserves, which discuss these kinds of topics.
7'55	Church Safety, follow-up from Des Moines Police workshop & next steps	Bill Susan	Des Moines Police will come out if we want, look at our facilities, and help us set up a security team. Bill Adams has volunteered to be point person after he get back in April. We will invite the Synagogue and other renters to participate.
8'15	Start-up Workshop logistics-who does what?	Kristen	Coffee and tea will be offered for morning session. Lunch will be offered in office for those staying for afternoon session.
8'18	Himawari Japanese Language School update	Kristen	The school has had a major decrease in enrollment. They anticipate next year will be the last. They will also ask for much lower rent for next year as well
8'20	Nominating Committee, how much guidance should come from the Board?	Susan	Judy said it is very useful for the board to explain what board work is. Kristen said that many congregations are moving from a nominating team to a leadership development task force for the overall organization?
8'35	Board documents, recovered from	All	Susan has sent this out to all board members, and asks that each

	old website		member take one document (two people take the long board policies) and become “the expert” on it; clean it up, assess ongoing value.
8’45	General Assembly in Spokane, how to financially support attendees.	Susan	A dream: to have money for leadership development, such as supporting members to go to GA. Applications are from March 1-March 31. Tawney and Janeane will set up a table in the welcoming room to provide information before and after service.
8’55	Draft Statement of Conscience		The UUA Congregational Recertification process asks if we support the Draft Statement of Conscience: our country’s corrupted democracy, and how to reclaim it: to be included in the agenda and voted on at GA. We need to answer this by January 31. Kristen will send out the document and we will vote as a board by email. (The email vote was “Yes, we want the Draft Statement of Conscience to be included in the GA agenda for a vote.”)
9’10	Likes and Wishes	All	
9’12	Closing Words and Extinguishing Chalice Adjourn	Ray Susan	

Parking Lot: