

Saltwater Church Board Minutes December 18, 2019

Time	Topic	Presenter	Notes
7:00	Call to Order Opening Words/Chalice lighting Check in	Judy Kathy All	
7:08	Consent Agenda approval Minutes Agenda	Judy	Approved. The minutes of the November meeting were approved.
7:10	Minister's report	Kristen	Approved as presented
7:15	Covenant: What can we celebrate that we are doing well? What needs more attention?	All	
7:20	Debrief congregational meeting		Discussion of what went well, and potential improvements for future meetings.
7:35	Brief Report out from workgroups Healthy congregations team, Financial Sustainability	Ray, Kathy Judy, Gaye	No need for current liaison. Will check in January or February on updated training of the HCT. Finance team has worked and discussed, and submitted a basic budget. Operations leads have been contacting teams. Next meeting is 1/15, and budget requests should be submitted. SUUC may be able to move to UUA guidelines for health insurance premiums. Looking into a 2.5% COLA salary increase for all staff, increased office time and support. Utilities will

	Mission, Vision, Strategic Dir	Janeane, Mayda, Anjali	<p>increase when daycare rental commences.</p> <p>The subcommittee will review the feedback from the congregational meeting, and meet further to prepare a proposed final statement. They will also determine an appropriate time to start working on the vision statement.</p>
7:45	Planning approach to solving approach to taxes with new renters.	Judy, Kristen	<p>Tenant will sign a one year rental agreement that can be renewed. It was recommended that a committee be appointed to solve the tax problem with the guidance and advice from professionals (accountant, attorney) that have expertise in the area of religious tax exemptions. This committee will be charged with presenting a plan to the State Department of Revenue. Suggestions for committee members were discussed. The IRS issue involves how much a nonprofit (SUUC) can receive in income from for profit entities. The issue with the IRS is less complicated than the property tax exemption.</p>
7:55	Minister evaluation	Group	<p>Kristen is doing a wonderful job, in all areas of ministry, and is practicing good self-care to prevent burnout. The board addressed the draft of the evaluation with Kristen, and cited specific examples</p>

			<p>in each of the evaluation categories. Kristen expressed that she needs a worship operations lead. The A/V system remains a challenge.</p>
8:50	Reflection on process Closing words	All Kathy	