

Saltwater Church Board Minutes - February 24, 2021

Attending: Ray Valpey, Kathy Jorgensen, Kristen Kuriga, Karin Leisy, Anjali Lopez, Lauren Crowder, Mayda Taney, and Gaye Greeves

Our Mission:

At Saltwater Unitarian Universalist Church, we

Practice Love

Foster Connection

Nurture Spiritual Growth

Act for Justice

Time	Topic	Presenter	Notes
7:00 15 min	Call to Order Chalice Lighting (Recite Mission and comment on one) Recite Board Covenant Check-in	Ray Ray* All	
7:15 5 min	Consent Agenda approval Minutes Agenda Minister's report	Ray	Consent agenda approved.
7:20 15 min	Financial review and Budget Review	Gaye Kristen	Pledge income for January was higher than in previous months. No fundraisers are scheduled for this year. Over \$1,000 of fundraiser money has been received thanks to individual church members. Endowment disbursement has been transferred in the sum of over \$17,000. Individual donations are currently 109% of budget, and pledge income is at 98%. Gaye has paid Sound Alliance dues. Two months of miscellaneous expenses have been allocated to the proper budget item. Paypal charges have been appropriately allocated. 2 nd quarter of UUA fair

			<p>share dues has been paid. For January, income exceeded expenses by \$13,000. YTD income exceeds expenses by over \$5,000. Property tax bill was approximately \$3,400, which was approximately \$2,000 less than expected. Taxes increased by about \$550.</p> <p>Budget: Initial draft of 2021-22 budget is based on existing budget. Pledge default was cut by 5%, and basket income was increased. Fund raiser income and expenses were added. Endowment disbursement – can take 1/3 of growth (\$13,000+). Budgets for different groups were unchanged. Paypal expenses were increased by \$1,200. Numbers will need to be adjusted due to extra utility usage due to utility usage by Planting Flowers. Salaries have remained unchanged. There were some minor changes in health benefits. At this time, the budget income exceeds expenditures by approximately \$8,000. Rental incomes have been adjusted. Church is not requesting back rent from Haitians Christians United.</p>
7:35 5 min	Administrator search- update	Kristen	Katherine Bubba Miller was hired as Administrator, and started work on February 24 th .
7:40 15 min	Congregational Covenant - Final ?	Mayda Kathy	Proposed final draft of the covenant was presented. Kristen had solicited feedback from colleagues and further grammatical changes

			had been made. Covenant, as presented was approved for presentation to the congregation.
7:55 20 min	Board Policies - Review Governance Policies - Need new Non-covenantal behavior policy?	All	Educate the members of the congregation how to communicate a grievance with the board to the board by adding those instructions to the church web site. How well are the board meeting dates and times communicated to the congregation? Does the communication state that members are welcome to attend? Is it acceptable for Board members to make recommendations for share the plate as a congregant, if there would be no financial benefit for the board member? Yes. There is no Non-covenantal behavior policy. Moved and seconded that board adopt such a policy. Kathy and Mayda agreed to work on the policy.
8:15 20 min	Pandemic Task Force - Haitian Christians United request - Is SUUC OK with outdoor meetings yet?	Anjali	Pandemic task force approved Haitian United resuming services if they follow the task force's guidelines. Any outdoor gatherings will not result in a decrease in the on-line services. Board approved planning of outdoor activities, provided guidelines are followed, infection rates decrease, and vaccination rates increase.
8:35 10 min	Ongoing work - Updates? - Living into mission	Lauren Karin Ray	Living into Mission: Three workshops have been scheduled (3/6, 3/31, and 5/12).

Action Items:

1. Review the web site re procedure for congregant to express grievance to the board.
2. Kathy and Mayda to work on non covenantal behavior policy.
3. Kristen will communicate with Haitian Christians United.
4. Kristen and Melinda will establish protocol for outdoor activities, which may include an Easter egg hunt.
5. Anjali will send any additional recommendations from the pandemic task force to Kristen and Melinda.

Board Covenant

As the Board of Directors of Saltwater Unitarian Universalist Church, we covenant to:

1. Share ownership of the work.
2. Ask for help if/when needed.
3. Listen to understand.
4. Be prompt, prepared, and present.
5. Practice self-awareness, direct communication, and maintenance of healthy boundaries.
6. Foster a culture of joy and appreciation; have fun!

* **Opening & Closing Words:** July-Ray, Aug-Mayda, Sept-Anjali, Oct-Karin, Nov-Kathy, Dec-Kristen, Jan-Lauren, Feb-Ray, Mar-Mayda, April-Anjali, May-Karin, June-Kathy