

Board Meeting via Zoom video

Present: Janice M., Paul S., DeeAnne M, Cliff A., Jess N., Rev. Andy

Absent: Barbara F., Musette S.

Who to Thank

Start: 6:35 Time: 0:03

The Tech team for working to make Sunday service better. Screens working, live streaming available soon!

Mindful Opening

Start: 6:38 Time: 0:05

Rev Andy reads from and recommends “Poem’s to Live by in Uncertain Time” by Joan Murray — Beacon Press in Boston

Minister’s Report

Minister’s Report

Start: 6:44 Time: 0:27

Rev Andy’s discusses Minister’s Report:

- Andy’s work has changed since the presidential inauguration.
- Immigration issues will be getting worse — Meeting at Puente getting more cases of people fearing deportation. Different forms of Sanctuary (VUU probably can’t house people because of the Montessori school). However, could be a “support” congregation to those providing sanctuary. Or, we could develop a network of VUUers willing to house people.
- Janice poses question — Do you feel like you (Andy) need an issues leader for different topics? Andy thinks congregation needs to decide what we want to focus on and what are the priorities. And agrees that lay leadership will play a role.
- Discuss moving quickly to build structure around the different domains of issues and express concern about Andy’s workload.

- Also looking to work with Dayspring Church to resettle mostly Syrian refugees as well as Lutheran Social Services. Sue and Willa are leading this effort.
- Andy doesn't think a three year plan is the right plan for now. He proposes a two year annotated budget, as oppose to an 18 month program plan. Andy wants flexibility to respond to the needs of the greater community. Janice points out that we do have expectations for Minister's Report. Possibly lighten up on "planning" but still get reporting on activities that go to the Vision & Ends statements.
- Andy's point — we aren't going to be adding more resources, so there's not much more we will do differently.
- If we add a second service, this will put pressure on the need for fellowship space. Andy happy to report on the ends as the Board sees fit.
- DeeAnne would like to see a three year budget plan, including variables, especially if we want to grow staff.
- Andy suggests a sub-committee of representatives from Board, Minister and Facilities team to work on Building Acquisition — would look for people who are not afraid to take on a bigger vision. Imagine what we could do - laying out our ideal situation, plan b, and plan c if we have to scale down. Would want people who are good at trying to figure out what to do with space. DeeAnne would be happy to represent the Board and/or Stewardship on the team. Paul also willing to serve as rep for Board.
- At annual meeting, Andy will discuss his response to the vision and ends and the need for Social Space.
- Cliff's comment from last meeting — it's hard to talk about adding overhead when we are struggling to pay the bills, delaying payments of dues, etc. It takes a huge leap of faith to think about and plan for "adding on."
- Andy believes we need Board buy-in, then congregation will buy-in. Andy has built two social halls (were Christian congregations).

Finance Report

Start: 7:12 Time: 0:45

DeeAnne reviews Finance Report

- Asks Board to come up with priorities and the Budget Team will provide feedback.
- Budget Priorities

- Increase salaries - 2% raised each year. Discuss being uncomfortable asking staff to do more work without giving raises.
 - \$10K priority for cash reserves if Gateway refi goes through
 - Second service money — \$5,000 (Andy suggests this as 1st priority)
 - Rev Andy - suggests Special Funds say no grants for the next year, and put \$10-15K in reserves. Andy is invited to next Special Funds meeting.
 - Nobody has met with Andy or Kellie to discuss ministerial compensation. Paul will set something up with Rev Andy & Kellie.
 - How much money do we need next year? Anne is working on getting those numbers. We need to ask congregation for it. Board needs to go to congregation.
- Bank had approved loan recast. The bank president toured the VUU and was impressed with the shape our building are in. Took some pictures, they will do an in-house appraisal. Doesn't cost anything. Will give us that number. Said generally appraised it for best use — i.e. a church or charter school. Impressed with ends statements.
 - Will essentially cost \$6,200 over 5 years to get another \$9,900 into our operating budget. The calculation assumes we have a capital campaign or sell the property.
 - Janice has to write Board Highlights and we need to get votes.
 - Congregational meeting set for **March 26th**. Janice, DeeAnne and Andy will speak. Jump in to the vote on recasting the mortgage. Will need a quorum.
 - We need that 9K from mortgage recast because still \$10K behind pledges from last year.
 - One more fundraiser before the end of the year — Janice discussed with Marci details of rummage sale success in the past. Essentially a lot of work with little reward. Can do a Goodwill fundraiser — Goodwill pays by the pound for contributions. Janice called Goodwill and tentatively booked us for Sunday, April 30th, 9AM-1PM. Goodwill will walk through the parking lot, collecting stuff next to the cars. Goodwill estimates \$500-\$5,000 depending on participation. Heavy stuff like furniture and books are ideal. Will need trucks and help with heavy things. Finance Committee agrees this is a good idea.

Paul moves to recast the mortgage, DeeAnne seconds. The Motion passes unani-
mously at 7:32PM.

Board Expectations for Ministers' Report

Start: 7:58 Time: 0:06

Update on proposed requirements

Proposed Monthly Requirements for Minister to Report:

- Updates on progress on Program Plan to achieve the Ends. Suggest covering 1-2 Vision/Ends Statements per month, so that all could be addressed in a quarter.
- New opportunities or issues from congregational feedback or community/environment changes.
- Help requested from Board.
- Upcoming Events for Board attendance/calendar.

Proposed Quarterly Requirements for Minister to Report:

- Attendance and membership data. Year over year. This year Andy has been able to get detailed membership and attendance data.
- Any additional data to support updates on goals toward achieving Vision & Ends statements.

Must give Andy advanced notice for any discussion points not on standard minister's report expectation.

Andy says he will work through this with Board — grateful for the direction.

Side conversation regarding Repository for documents. Sue Ringler can get Board linked up to office server and create Board folder. Aim is to preserve documents for future Board members.

Consent Agenda

Start: 8:08 Time: 0:02

Vote to Approve Prior Meeting Minutes

DeeAnne moves to approve minutes, Cliff seconds. The motion passed unanimously at 8:09PM.

Action Items/Wrap Up

Start: 8:10 Time: 0:12

Discuss possibility of having a “snow bird” member of VUU join the Board. Challenges include potential time difference if member lives on East coast — meeting start at 6:30PM in Arizona, so member would need to be up very late. Also, member would not be available for local Board assistance when needed. State we would need to limit the number, and agree it would be best to do a “pilot” run to see if there are unforeseen challenges. Leadership Development Committee will come up with list of potential candidates.

- Musette will work on Who to Thank
- Andy will put together big picture budget goals for year three and send to DeeAnne and Finance Committee
- Paul will set up time to discuss ministerial compensation with Andy and Kellie.
- Paul will contact Sue re: linking Board to office server.
- Jess and Cliff will be at upcoming Board Room.
- Janice and DeeAnne going to work together regarding rummage sale
- Janice and DeeAnne working on slide deck for March 26th meeting

Adjournment

Jess moved and DeeAnne seconded to adjourn the meeting. The motion passed unanimously at 8:23 PM