

Board Meeting

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

Absent: Barbara F.

Minister's Report

Minister's Report

Start: 5:38 Time: 45 minutes

Rev Andy's discusses Minister's Report at 1st Board meeting back after sabbatical:

- VUU's Racial Justice Committee has new charter statement... "mission is to promote awareness of racial bias and to celebrate racial diversity through education and participation in related events. Our focus groups will included our congregation, our community partners, the wider community, and the group Black Lives of UU." Additionally, Andy met with the Chair of Black Lives Matter Phoenix.
- Sue is going to experiment with working four 10 hour days (Mon-Thurs). The VUU office will be closed on Fridays.
- There were 450+ people at VUU on Nov. 13th, making it the congregation's biggest single day in history (per records).
- Rev. Andy met with Puente AZ and 50 community agency reps, affirming to stand up to hate and planning a week of resistance in January.
- **Structural Changes Motion discussion**
 - Andy introduces Structural Changes Motion. Currently, VUU's Finance Committee is under the Board, Stewardship Committee is under the minister. Motion is to move Stewardship under the Board with Finance. All would coordinate with Rev Andy regarding messaging, etc... This change has been discussed with Stewardship Committee.
 - Janice poses Board needs to take responsibility for ensuring resources (ie revenue) are present for staff, etc... A lot to do before next steps weekend. Need a quantified option to present to congregation. Funding the vision is the ultimate goal.

- New motion for to form Vision Fund Committee, which would be responsible for all of revenue. “Vision Funds” would be a new name for the Stewardship Committee, implying broader stewardship endeavors. Currently, Stewardship Committee is only focused on operating campaign.
- Question regarding whether this structural arrangement is a “common” practices. Rev Andy refers to Policy Based Governance to answer. As a mid-sized congregation, policy and ministry bleed over, mainly in the area of finance. Janice, Andy, DeeAnne, Carl will be working out the “lines” to delineate responsibilities. It is also noted that we need to be cognizant of Sue’s time.

DeeAnne moves to approve Motion for Structural Change, effective immediately. Jess seconded. Motion passed unanimously at 5:59PM.

- **Interpretations of the Vision & Ends Statements from Rev Andy. Discuss and provide feedback on Andy’s written interpretations of each of the Vision & Ends Statements.**
 1. Spiritual Growth is an important part of our life together. Congregants have opportunities throughout the week to practice Unitarian Universalist spirituality in a variety of ways including worship services, religious education, and service.
 2. We thoughtfully welcome those who come through our doors, tending the path from visitor to member to deep engagement and leadership. We provide pastoral care for one another across the lifespan. We make it known widely that traditionally marginalized populations are welcome among us, and we develop practices which widen and deepen our welcome. We practice radical hospitality in our communities, standing on the side of love in the face of hate and exclusion.
 3. We focus on inviting our children and youth to discover, experience, and be transformed by the deep and mysterious. We realize that this demands resources, financial and other, and we cultivate those resources.
 4. Realizing it is not possible to effect justice alone, we work with partners. Our community partners include congregations and other organizations from many faith traditions. These partners must also include organizations and/or individuals from traditionally marginalized communities.
 5. We are excited to explore new ways to welcome more and more people into our faith. We foster a culture of experimentation and thoughtful risk-taking. We are committed to being in covenant with other Unitarian Universalist congregations by paying our fair share to our district and the association, and by

working with them to implement programs and strategies which further our faith.

- Rev Andy needs to leave the meeting.

Finance Report

Start: 6:24 Time: 30 minutes

DeeAnne reviews Finance Report — Noting that we are in a much better place than recent months. While position is better, we are still fairly light on cash. However, it was budgeted to have lack of cash at this time, due to 3rd minister, and cost of Air Conditioning units. As of November, things are looking up — we have a \$41K revenue budget for Nov, and with a week left, we are at \$39K. Congregation is current with UUA payments.

Some of our savings is due to timing — we budgeted for 12 payments of denominational dues, but there were only 10. Also, programs are under budget, but tend to spend at the end of the year. We are one month behind on paying pension (only 5-7 days).

Finance Committee approved finance report, and also discussed contacting Gateway regarding recasting the mortgage. Possibly, this could lead to lower payments by \$10K-12K per year. DeeAnne will be following up on investigating this possibility.

Reporting of pledge numbers were not quite accurate. So, DeeAnne worked with Jim so she can more easily access/analyze pledge data. End of year projection by DeeAnne — optimistic that we'll be under in Expenses, but closer to budget in Revenue.

Board Reviews Motion from Finance re: Line of Credit with Special Funds. A line of credit agreement has been approved by Special Funds and recommended by Finance Committee to the Board. Motion highlights include: The maximum amount of the Line of Credit (LoC) will be \$30K, or up to the limit of distributable earnings available in the Endowment. In no case shall the principal of the Endowment be used. All borrowed funds under this LoC and all interest accrued shall be repaid to SF and the Endowment within 24 months of the agreement becoming effective. No more than one transfer per month shall be requested. The Stewardship committee and the Senior Minister shall keep the Board of Trustees and the Congregation apprised of efforts to improve cash flow long term and re-establish a reserve account.

Board discussed one edit to the Motion regarding item #4, which reads “There will be no grants to VUU from the Endowment while this agreement is in effect.” Board discussed

that we need more flexibility, not less. And suggest revising to “**no grants to VUU from the Endowment while borrowed funds are outstanding...**”

Paul moves to approve this motion with discussed edit/revisions. Cliff seconds. The motion passed unanimously at 6:54PM.

Next Steps Weekend & Feasibility Study

Start: 6:55 Time: 14 minutes

Janice reports — dates of Next Steps weekend will be February 18th-19th (\$2K) and Feasibility Study will be April 25th - 30th (\$12K, including travel for consultant).

Discuss concerns regarding how we will pull off Next Steps Weekend. Janice raises the question of what are our funding priorities, and points out that we can't ask for one time funds to increase operating income, as this is not sustainable. Raises the question, what does build out look like for each end statement? (ie x more \$\$ for staff, x \$\$ for classrooms, paying down mortgage by...?). In sum, need a solidly prioritized list of funding priorities.

Member Survey

Start: 7:10 Time: 18 minutes

Musette reports — She created word cloud sheets as visual representation of what's important according to survey responses. Suggestion to send word clouds to be shown in service. Further discussion on how to share results with congregation. There is no longer a member section of the website. Possibly, we could create a hidden link to a read-only results summary.

Plan to pass out distillation of the comments and outcomes at VUU's Annual Meeting.

Linkage: “The Board Room”

Start: 7:29 Time: 1 minute

Board room on December 4th — Cliff and Musette will join Paul, and probably DeeAnne.

Consent Agenda

Start: 7:31 Time: 1 minute

Vote to Approve Prior Meeting Minutes

DeeAnne moves to approve and Musette seconds. The motion passed unanimously at 7:31.

Action Items/Wrap Up

Start: 7:32 Time: 15 minutes

Board goals will be on next month's agenda — Paul, DeeAnne & Janice, and Barbara.

Next meeting December 27th via video.

1. DeeAnne will bring Board's suggested edit to point number 4 to Finance Committee re SF LoC motion
2. Janice will send Kay Crider link to attachments of survey results and powerpoint.
3. Musette will complete trending analysis including a narrative summary of highlights & lowlights of key comments. She will send to Board for review.
4. Paul will coordinate with Sue to ensure Board Room announcement gets into service announcements.
5. Paul will survey Board regarding Minster's report contents.
6. Jess send action items next day in email.

Adjournment

DeeAnne moved and Paul seconded to adjourn the meeting. The motion passed unanimously at 7:48 PM