

UUABQ Board Meeting Agenda - 8/16/2022, 6:30 p.m.

Virtual Attendees

Board Members: George Bakula, Dámaris Donado, Joyce Etheredge, Kathi Foy, Aroop Mangalik, Melisa Nicoud, Mikaela Renz-Whitmore, Bill Slakey, Maya Stephenson, Carla Williams, The Rev. Angela Herrera (ex-officio member)

Guests: Phillip Robinson (Director of Finance), Kristin Famula (Intern), Geri Knoebel (Chair of Personnel Committee), Bob LaVallee, Marilyn O'Boyle (Leadership Succession Committee), Linda Skye (Widening the Circle)

Absent:

Acting Secretary: Maya

Zoom: 931 0879 7097

Agenda / Minutes

Time	Item	Owner
6:30	Chalice Lighting and Check-In	Maya
A time to get centered and share with each other.		
6:40	Consent agenda: Board meeting minutes, executive staff report, president's report	All
Board reviewed and discussed meeting minutes and reports.		
Motion: Accept the reports and approve the minutes. Motion by: Melisa 2 nd by: George Vote: Unanimous		
Minutes: <ul style="list-style-type: none">● New Member events / book signings have been moved to the before the in-person service so that they can be recognized at the 11 am service.● Board suggested finding a way to integrate them into the Zoom worship.		
6:50	Quarterly Financial Review / 2023 Operating Budget Considerations	Phillip / Joyce
Board reviewed the latest financial information, discussed priorities and concerns for 2023 operating budget, and identified a target for the RadGen Committee for this year's pledge campaign. East Mountain Branch requested opening a new account at Sandia Labs Credit Union.		
Motion: Approve opening a new account at Sandia Labs Credit Union for the East Mountains Branch. Motion by: Dámaris 2 nd by: George Vote: Unanimous		
Minutes: <ul style="list-style-type: none">● July Financial statement:<ul style="list-style-type: none">○ Ahead of the revenue for the year to date. Everything should smooth out by the end of the year○ IT and security costs were unexpected expenses in the beginning of the year.○ Program budget is under budget.○ Paid off the loan for the Social Hall.● 2023 budget:<ul style="list-style-type: none">○ New revenue line for ARC rental that is put in a trust to pay for maintenance/renovations on the building. Leftover can be put to use for other campus facilities.<ul style="list-style-type: none">■ \$60,000 gross rent per the lease for 2023.		

- Need to hire custodian OR find savings elsewhere to avoid going over budget for custodial help. Could restructure custodial contract to keep it under the amount budgeted.
- Pledge drive starting sooner. Pledge drive last year was slower than normal years.
- Need to communicate with the congregation about the budget deficits.
- Rolling out Realm for this general operating pledge campaign.
- Master plan budget line item in wish list.
- 8th Principle budget line item in wish list.
- Landscape company to supplement Landscape Committee?
- Rad Gen guidance: \$1M for this year's general operating pledge campaign.

7:10	Health Community Committee Membership	Mikaela
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Board discussed potential new members for the committee.

Minutes:

- Dámaris has a few in mind and is going to ask them.

7:15	Standing Committee Updates / Committee Info Sharing	All
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Board discussed how other committees are doing and how report-back is working.

Minutes:

- Connect with Laura to request invites for Realm trainings for your committees.
- Attending committee meetings as Board liaison or Board rep seems to be working. Adding summaries in the standing committee spreadsheet is a good way to have the update in one place.
- RadGen is wanting ideas for how to get Committee Chairs to share updates with the congregation.
 - Meeting of committees- redundant and not time efficient.
 - Realm might be a good way communicate between the committees and have leader to leader communication, asking for member recommendations, etc.

7:30	Strategic Plan Implementation Reporting	Mikaela
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Board discussed updates from church groups on implementing the strategic plan.

Survey Link: <https://tinyurl.com/UUABQstrategicplan>

Results: https://docs.google.com/spreadsheets/d/1L2R-jYP_-1PjoewvSTqACf-27NNNzHCqR1DTTMOItTQ/edit#gid=198502857

- Social justice - **Maya**
 - Social Justice Council
 - EarthWeb
 - Animal Advocates
- Multigenerational church - **Bill**
 - RE Council
 - Worship Team
 - DRE
 - Buildings & Grounds
 - Communications Director (Extended Families)
 - UU Kids camp
- Welcoming Campus - **George**
 - Buildings & Grounds
 - Landscape Committee
 - Arts & Aesthetics
 - Director of Operations
 - Church Administrator
 - Membership Committee
 - Hi Team
- Connections & Engagement - **Kathi**

- Membership Committee
- Hi Team
- Communications Director
- Leadership Succession Committee
- Anti-racism / Anti-oppression / multiculturalism - **Mikaela**
 - Board
 - Anti-racism Book Group
 - Reading on Racism Book Club
 - Widening the Circle
 - People of Color Group

Minutes:

- Bill will send RE updates to Mikaela for report.

7:40	Personnel Committee Policy Changes	Maya / Angela
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Board discussed and voted on proposed policy changes from the Personnel Committee.

Motion: Approve an increase in paid time off (PTO) with additional holidays (Juneteenth and week between Christmas and New Year's).

Motion by: Joyce

2nd by: Carla

Vote: Unanimous

Motion: Approve adding sabbaticals for full-time program directors in the Personnel Manual and the Policy Manual.

Motion by: Dámaris

2nd by: Carla

Vote: Unanimous

Minutes:

- Personnel Committee to review compensation packages for the Ministers, as the church committed to in their contracts/agreements when we called them to serve.
- Geri would like to have a new chair. Be thinking of anyone who might serve well.

7:50	Connections Sunday	George / Mikaela
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Board coordinated about upcoming Connection Sundays.

- August 28, in-person
 - Joyce
 - Kathi
 - George
- Sept. 8, Zoom
 - Maya
 - Dámaris
 - Mikaela

Minutes:

- Handouts
 - Policy / governance structure
 - Staffing
 - Job description

7:55	Gratitude Practice	All
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Recognized person: Sara- Melissa

Recognized person: Ask Nancy Shane about Coffee Crew and send to whoever she recommends - Melisa

Recognized person: Liam Paul- joined the sound team- George

Recognized person: Rad Gen members- Bill

Key Dates: All dates subject to COVID-19 guidance

- Realm Training: Sunday, August 21, 2 pm
- Book Club (Mistakes & Miracles): Saturday, August 27th @ 9am – 12pm
- Connections Sunday:
 - Sunday, August 28, noon (in-person)
 - Sunday, September 8, 10 am (Zoom)
- Coffee with the Board: Sunday, September 18
 - Zoom: Kathi, Joyce
 - In-person: Bill, Carla
- Next board meeting: Tuesday, September 20 (Kathi on tap for chalice, opening question, and secretary duties)