First Unitarian Board Meeting

January 11, 2025 - 10 AM-12 PM

In-Person: Social Hall

AGENDA for BUDGET

Board Members: Dámaris Donado (President), EmmaLia Mariner (VP), Michael McDonald (Treasurer), Andrea Lee, Bill Slakey, Carla Williams, Donna Collins, William Miller, Chris Mayo, Rev. Angela Herrera (Ex-officio Member)

Guest: Rev. Bob LaVallee, Bryan Hackett (Finance Director)

Absent:

CHALICE LIGHTING

- Volunteer for chalice reading.
- Volunteer to light the chalice.

By Oberlin UU Fellowship

We light this chalice to find inner peace,
love for each other, and faith in ourselves.
Also, to be welcoming to whomever we meet
and kind to all living creatures. So gather around
this light of hope as we share this time together.

Read Board Covenant Aloud Board Covenant

1. **Budget Discussion:**
    a. **Review of budget materials and proposals**
        i. **Bryan Hackett (Finance Director) will present and answer questions:**
        ii. **Board Discussion:**
            1. Implications of potential severance package for full-time employee, Mia Noren. Churches do *not* pay into unemployment benefits and therefore, it is typical for UU churches to offer a severance package instead. More information related to this will be provided by Rev. Angela.
                a. Considerations about Severance- discussion of the shape of the severance package that is appropriate. Possible package cost is approximately 25k for 2025 costs for that position. There are still some questions surrounding Health Insurance and some other pieces.
                b. Discussion about the future of the RE/Family Ministry program.
            2. After eliminating the DRE and pianist positions, and reducing facility manager hours, no further staff reductions will be necessary.
            3. Promotion for Alana Rodriguez to a director position will start at entry level 60K for a full-time position.
                a. This is reflected in the budget.
            4. Other Relevant Follow-up
            5. How far from the budget mark are we for the pledge campaign?
                a. 845k - current budget number includes projected pledges.
                b. We are ahead of where we were last year. We DID do Close the Gap at the Annual meeting, and that raised 90k.
                c. 358 currently, 422 last year.
            6. Risks
                a. Overcutting or undercutting the budget. We need to understand how we are working in this new world– we want to be careful about which direction to go.

7. Budget does include increase to Cost Of Living for salaries.
8. We've always underbudgetted IT, so office expenses will be larger.
    a. Moved information to the cloud, more secure than it was.
9. Administrative Costs- these are higher because we were not fully staffed last year.
10. Budgeting for the ministerial transitions, etc.
    a. Discussion about salaries required for Interim Minister, Associate Minister this year.
11. Utilities- down, because of fixed rate decision. Has saved us a lot of money.
    a. Note- have not seen a difference in Solar. We do make money (net) for electricity.
12. Campus expenses- up 22k. Raised Facility, Grounds budget, and some saved with Security grant.
13. RE, Music, never spend entire budget. Did include extra for honorariums.
14. Denomination commitment. Keeping it to 25k.
    a. Faithworks, Interfaith commitments. Eliminating monetary commitments. Interfaith has been pretty dormant, cutting is appropriate. Faithworks is doing great work, hopefully only a trim and not elimination (5-2k).
15. Added East Mountain maintenance budget; Miguel Perez visited and assessed that it is required.
16. Makes sense that the operation reserve from ERC and security grant from FEMA are not included in Operations budget because they need to be considered entirely differently. Discussion about how these funds may impact the Operations budget. **Essentially, as these are one-time funds, should these be used exclusively for one-time costs?**
    a. Using the ERC funds for one time costs (such as severance cost), allows us to allocate the operation costs that are more sustainable and ongoing, such as increasing facility & grounds costs.

i. Permission to Bryan to use ERC funds for Severance package if necessary to balance the budget in two weeks.
    1. All are in favor.
ii. Authorizing special request for four months of healthcare included in the severance package; longer than usual. Totalling to $5k.
    1. All are in favor.

17. Discussion about why the cuts don't feel as deep as we were expecting. This is because we were requesting growth, we will not be able to grow in that way. There is growth in costs for existing budget lines. There are cuts from what we paid in 2024.

iii. Board Vote on Budget:

1. Motion Approve: Michael
2. Second: Carla
3. All in Favor: All are in favor

1. **Closing Chalice Words:**

Delighted and Renewed

…May you depart from our time together
Buoyed by the Spirit of Life,

Delighted by the warmth of our gathering,
and
Renewed in soul and mind.

As we extinguish the flame of our chalice,
may its lingering spark be carried in your heart until we are together again.

By Rebekah Savage

https://www.uua.org/worship/words/chalice-extinguishing/delighted-and-renewed