

UUCP Board Minutes
August 22, 2024

Minutes for June 24, 2024 meeting approved unanimously.

Discussion of "Thank You" notes - Michael Jennings will go back through the list of services and send thank you notes to volunteer service leaders; Ginger bought a thank you gift for Ryan Urie using Board funds, which was approved by the Board at this meeting.

[Sue Engels](#) reports that UUCP is in good shape financially, both in terms of cash flow and in terms of Capital Campaign funds received to pay the mortgage. The Capital Campaign account has enough money it in now to cover the payments through the third year of the mortgage, at which point the mortgage can be paid off with no penalty (January 2026).

The new high-yield account is earning good interest, the Building Fund has money to be spent by Buildings & Grounds, and the Endowment Fund has significantly more money than the recommended amount (which is enough to cover six months of UUCP's financial obligations). The money over the recommended amount can be and should be spent, and spending must follow certain guidelines.

The percentage of pledge income received for the year is lower than the percentage of expenses for the year, which is ok due to UUCP receiving some unanticipated gifts, but the budget really should be balanced with pledges.

Pledge Status letters will be sent out in mid-September to remind everyone of their pledges and how much they've paid.

Archie George reported that over 95% of Capital Campaign pledges have been paid, with some payments still coming in.

A pledge drive to pay off the mortgage is proposed for early 2025.

Ginger Yoder reports that all is going well with RE; she is taking on Wellspring and Navigators while Shira is taking on Small Groups and (eventually) Youth Group. Ginger assures the Board that she will ask for help as needed, and Nancy Nelson has already offered to help.

The playground is on hold again as the previous contractor is unable to continue working on it, so Ginger is seeking another contractor. Sue E reports that there is money available to finish the playground and add a sunshade, and that at least two people have expressed willingness to give more money for the playground if needed.

Ginger is restarting the Snow Retreat & has reserved the site for the last weekend in January 2025. The Snow Retreat will be on the same model as the Feed of Dreams: paid for by UUCP, free for all to participate, and those who want to contribute are asked to just donate to the church.

[David Nelson](#) reports that ads are up for the Building Manager position, though he is concerned that the pay rate is too low.

[David Nelson](#) also reports that he was advised by a lawyer not to try to go after the builders to get the mold remediation in the pillar by the entryway done, but rather to go directly to UUCP's insurance carrier.

David Nelson reports that the big gothic window on the south end of the sanctuary is old and leaks and they have a bid to replace it for \$27,000. Sue Engels says that between the Building Fund, the Acorn Fund, and a possible Chalice Lighters grant, UUCP has the money to do this. Archie George will pursue applying for a Chalice Lighters grant, probably for \$10,000, with input from Pat Fuers and Judy LaLonde, who have done them before.

David Nelson moved that UUCP replace the leaky gothic window with funds from the Building Fund, the Acorn Fund, and potentially a Chalice Lighter grant. Judy Meuth seconded; approved unanimously.

There was further discussion of UUCP offering some kind of unemployment compensation for qualifying employees, with [Sue Engels](#) reporting that she can find the money to start an "unemployment fund" this year with \$10,000 if that is what the Board wants to do. If the situation were to arise, some of the money for unemployment compensation could come from the salary budgeted for the terminated position. Michael Jennings will continue to work on this.

The Board discussed changes to the UUA's retirement plan that are due to legal requirements (see separate document for resolution provided by the UUA). If UUCP does not approve the changes, UUCP will not be able to make contributions for employees to the UUA retirement plan. Michael Jennings is concerned that there was no information on financial implications of the changes so he will research that and bring his findings to the next meeting.

Review of UUCP Policies is bumped up to the next meeting.

Upcoming meeting dates: Nov. 14 and Dec. 5 (moved due to the holidays)

Congregational Meeting: moved to Dec. 15 (to allow enough time after budget approval at the Dec. 5 meeting)

Discussion of "masking area" on right side of sanctuary - people are not complying, no one is enforcing it, and even if there was 100% cooperation it's probably not effective in reducing illness. David Nelson moved that the masking area be discontinued; [Suzanne Seigneur](#) seconded; approved unanimously. Hydee Becker requested that the notice about the masking area be removed from emails and announcements.

Breakfast with the Board will be October 13 in the Fellowship Hall. Everyone who is able to attend will bring food to share, with further planning next month. Announcements will run starting October 1.

Next meeting will be September 26 at 7:00 pm in the Fellowship Hall and on Zoom.

Kat Clancy will write something for the October Newsletter, due September 20.

For September's meeting, Hydee Becker will bring Opening Words and Tom Salsbury will bring Closing Words.