ALUUC Board Minutes

APPROVED

July 8, 2014

Present

Others present: Martin Woulfe, Minister; Susan Solon, Membership Coordinator; Kurt DeWeese, Finance Committee Chair.

Call to order: Michael Plog, Board President, 2015

Reports – Tabled until August 2014 Board Meeting/Retreat.

Topics for Discussion

- Board Meeting Dates:
  - August 9, 2014 Board Retreat/Meeting
  - September 9, 2014
  - October 14, 2014
  - November 11, 2014
  - December 9, 2014
  - January 13, 2015
  - February 10, 2015
  - March 10, 2015
  - April 14, 2015
  - May 12, 2015
  - June 2, 2015
  - June 7, 2015 Tentative Annual Meeting

- Board Retreat is scheduled for Saturday, August 9, 2014 at Michael Plog’s home. Michael will email details to Board Members.

- Fundraising Ideas:
  - Susan Solon suggested eScrip Program.
  - Frank Kopecky is looking into alternative fundraising ideas for ALUUC. If Board has ideas, let Frank know.

- Membership Committee:
  - Susan Solon, Membership Coordinator, is setting up a meeting to look at ideas for retention of new members.
  - Virginia Forrer and Stu Jacobson have volunteered to be on the committee.
  - Susan plans to use a survey and call or mail it to get feedback from individuals who have recently left the church.
  - Current membership = 226
  - Email Susan if you would like to assist on the Membership Committee.
  - First Membership Committee meeting will be July 24, 2014.

- Committee Liaisons:
  - Program Committee – Cathy McKamey
  - Facilities Committee – Kent Childs
  - Fellowship Committee – Jodi Perko
  - Finance Committee – Marissa DeWeese
  - Religious Education Committee – Linda Quigley
  - Personnel Committee – Roger Ryan
  - Electronics Committee – Marissa DeWeese
  - Green Sanctuary Committee – Virginia Forrer
  - Social Action Committee – Debbie Leahy
Welcoming Committee – Roger Ryan

- Proposed New Email System:
  - Current email system has issues because of the list size limitations. It also has timeliness issues due to limited ability on who can send out the emails. It is recommended that ALUUC move to Mail Chimp. Mail Chimp is a free program; it can be broken down into different groups for different functions; it can be used by multiple users. Board approved.
- Response to Phyllis Lau; review of conflict
  - This will be reviewed by the Committee on Ministry.

New Business

- In an emergency, Board Members may be asked to contact members of the congregation.

Next Meeting

- Board Retreat/Meeting, August 9, 2014.

Meeting adjourned
ALUUC Board Minutes
APPROVED

September 9, 2014

Present

Others present: Martin Woulfe, Minister

Call to order: Michael Plog, Board President, 2015

Consent Agenda – all approved

Topics for Discussion

- Goals for 2014-2015 ALUUC Board: A meeting, separate from the monthly Board meeting, will be scheduled in October to work on goals for this year.

- Proposed contract for Paul Oakley to fill in for sermons while Martin Woulfe is on sabbatical was discussed. Unanimous vote of confidence, by Board, for Paul Oakley preaching during the sabbatical.

- Discussion on issues related to Martin Wolfe’s scheduled sabbatical (January through May 2015) included professional expenses money use; Pastoral Care & Committee on Ministry.

- An ALUUC Craft Fair fall fundraiser was approved.

- Roy Zimmerman, a social justice performer, will be using ALUUC on September 25, 2014 and will be paying $100.00 for use.

- Board approved expenditure of fund for repair to the concrete in garden area. Dianne Roberts will check on the number of bids obtained and that both co-chairs had input.

- Membership increase discussion. Activities scheduled that new members could attend include Circle Dinners, upcoming Groups as cited in Membership report, and a recommendation from Dianne Roberts that the Membership Committee have an individual contact with each new person. Susan Solon, Membership Coordinator will share new member contact information with the Board and Membership Committee so contacts can be made.

New Business

- There was a request for Amanda Marconi to be trained as a new ALUUC Officiate. Board approves of Martin Woulfe beginning the training.

- Green Sanctuary Committee reports that the prairie is doing great; solar panels have been installed; and that ALUUC will have attendees at the Faith in Place luncheon.
Old Business

- The Trash & Treasure fundraiser is being organized by co-chairs Marissa DeWeese and Tracy Zeiber Minks and will be held at ALUUC on October 3 & 4, 2014. Nancy Standen is coordinating food for volunteer set-up crew Monday – Thursday 1pm to 7pm.

Meeting adjourned
ALUUC Board Meeting  
October 14, 2014  
APPROVED

Board Members Present: Michael Plog, president; Kent Childs, Vice-President, Dianne Roberts, treasurer, Cathy McKamey, Marissa DeWeese, Debby Leahy, Virginia Forrer

Staff Present: Martin Woulfe, Minister, Susan Solon, Membership Chair

Visitors: Laura Vaught (Youth Coordinator) Royce Hill and Adam Reeves Van Hecke

Meeting Convened 7:05 PM

Report on Youth Con
Laura, Royce and Adam gave the following report on the upcoming Con to be held at ALUUC

- Date: November 14-16
- Maximum anticipated number of youth is 125
- Ratio of youth to adults 6-1
- Volunteers needed are for 4 two hour shifts in three rooms for two nights
- One room will be male, one female and the sanctuary will be coed.
- The costs will be $60 for youth and $40 for adults.
- Maximum gross income will be $9-10,000
- There will be contribution to the church—in previous years, it is thought that the contribution was $600.00
- The split between Bloomington and Springfield probably will be 60% Springfield, 40% Bloomington.
- Area of coverage is north to Peoria and south to Jefferson City, Missouri.
- The theme is a musical theme of Concord—meaning harmony.
- Laura will do a Facebook call for volunteers; Marissa will do an email call for volunteers.
- There will be a more spiritual approach with a chaplain and worship on both evenings.
- There will be port-a-potties to be used by the youth. Adults will use the indoor toilets.
- The Bennetts will provide a “safe house” for youth if one is needed.

Laura, Royce and Adam left the meeting after this discussion.

Treasurer’s Report

- Dianne just arrived back in town so has not had opportunity to look at the report
- The accountant says we are in good shape.
- Dianne will check why there was a withdrawal from savings.

Consent Agenda

- There are no minutes from last meeting.
- The Board approved the Minister’s Report, the September Financial Statement and the September Membership Coordinator’s Report.
Topics for Discussion

- **A food coop** will use the building once a month on a Monday for a food drop off where coop members can pick up their food. Nothing will be left behind and the coop will give the congregation $20.00 a month. Becky Croteau is the contact person.

- **Lynda White’s ordination and payment discrepancy.** While Lynda was an intern with ALUUC, there was a misunderstanding about her pay. She understood that payment would be $2,000 per liturgical year (September until first part of June) and the finance committee understood her pay was $2,000 per calendar year—leaving a $500 discrepancy for the calendar year. She has asked that the congregation give this $500 to her ordination fund. A motion was made, seconded and passed unanimously that this $500.00 donation be made—paid out to the Peoria Church where Lynda will be ordained. Lesson learned: In the future, agreements with interns should be embodied in a written contract. (Dianne Roberts left the meeting after this discussion.)

- **UUA Intern program.** The UUA has initiated a program where the names of seminary students seeking internships will be posted so that a congregation can have several candidates from which to choose. This change has several implications.
  - ALUUC will be able to pick from a roster of candidates instead of relying on a particular candidate who seeks to become an intern with the congregation.
  - ALUUC will have to compete with other congregations for interns.
  - Budgeting for an intern, instead of relying on donations at the time, would be advantageous, because candidates might prefer a congregation with a known compensation package instead of waiting to see how much money can be raised.
  - Martin will contact the internship committee to see if they have criteria for a teaching congregation.

- **New Members and pledging.**
  - Martin handed out a list of new members, many of whom haven’t pledged
  - Pledging is discussed at the “New to UU classes. Several viewpoints were raised.
    - Membership means responsibility as well as privileges
    - Some members may not have resources to contribute financially but do contribute in other ways
    - Members need time to become a part of the community before they are asked for money. The UUA does not require that a congregation pay dues for members who have been members for less than a year.
    - Martin suggests a pathway to membership which would be several sessions or one long session before one becomes a member. (A possible goal for next year)
  - Susan will take the list of new members to her committee and discuss ways to address this issue
• **Yearly Membership Review**
  - According to the Bylaws, the Board secretary is to begin a review of membership in October to see if anyone should be removed from the membership rolls. Martin will contact Secretary Linda Quigley to start this process with a committee.
  - According to the current Bylaws, a member cannot be removed, if he/she says in writing that they want to remain a member. This is true even if they have not attended any congregational services or events and have contributed no money. Martin suggests that the congregation review and perhaps revise this portion of the Bylaws. The UUA dues and other expenses per member are estimated to total about $150.00 a year

• **The Committee on Ministry Report** on ongoing concerns of Peggy Patti and Phyllis Lau
  - The report should be completed soon but the date of completion is not known

**New Business**

• **New UUA Retirement Policy Changes.**
  - ALUUC, unlike some UU congregations, has a Total Compensation package for the minister that includes everything—salary, housing, insurance, retirement, Social Security, professional expenses and health insurance. Out of this package, Martin has contributed a certain percentage to the UU Pension fund for his retirement. The new policy states that the congregation must match pension contributions for every salaried person with more than 1,000 hours of employment per year. In addition, the new policy requires that the congregation offer the same matching contribution to all those with less than 1,000 hours of employment per year. Martin is the only person at ALUUC with more than 1,000 hours of employment per year although the office administrator comes close.
  - The goal of the policy is to insure all congregational employees are treated equally and fairly.
  - Until this requirement is met, the Minister is not allowed to make any additional contributions to the UU pension fund nor is he allowed to withdraw any money from the UU pension fund.
  - This matter is referred to the Finance Committee.

• **Script Program**
  - Kerri Skrudland is in the process of setting up a Scrip program for the congregation and has agreed to coordinate it for the first six months. She coordinates a similar program for the Montessori school
  - Martin estimates this program could yield $1,500 the first year and more the following years.

• **Welcoming Committee**
  - The Welcoming Committee has created and tested a survey of members regarding attitudes about LGBTQ issues. This survey will be distributed to members sometime in October.
The results of this survey will help in the development of programming in the future.

Martin pointed out that the nation seems to have reached a tipping point regarding LGBTQ issues and that the UU may no longer be one of few welcoming denominations but only one among many.

- Goal setting.
  - The Board decided to take an extra block of time outside of regular Board meetings to set goals.
  - Martin will contact Elaine Gehrmann to see when she is available to facilitate such a session—hopefully before the end of October.

Next meeting:

- November 11
- Debby will have Reflections
- Kent will bring snacks

The meeting adjourned about 9:00 PM

Respectfully submitted,

Virginia Forrer
Acting Secretary
November 11, 2014

Present

Others present: Martin Woulfe, Minister; Susan Solon; Delinda Chapman; John Malan

Call to order: Michael Plog, Board President, 2015

Visitor Comments

- Committee on Ministry Chair, Delinda Chapman and member John Malan presented the Sabbatical Information brochure. The brochure was reviewed and suggestions for changes incorporated. Final proof will be reviewed and approved by Dianne Roberts, Board Treasurer and Cheryl Wycoff, ALUUC Office Manager. Board approves final copy and approved by Martin Woulfe, Dianne Roberts and Cheryl Wycoff. Brochure will be distributed at two Sunday services and then available on entry table and included in new member packets.

Consent Agenda – all approved; Dianne Roberts requested that the Religious Education report to the Board include the actual number of children present on each Sunday. The Financial Report dated October 31, 2014 was not approved. Kent Childs requested that the Board receive Financial Statement (including the Operational Income & Expense Report) from one year ago and all months since for comparison. Dianne Roberts will get additional information on the Statement of Changes in Net Assets; and the UUA Mortgage Payable item.

Topics for Discussion

- Goals for 2014-2015 ALUUC Board: A meeting, separate from the monthly Board meeting, will be scheduled in October to work on goals for this year.

New Business

- The Board approved waiver of the building rental fee for the Phoenix Center Trivia Night.
- Recognition received from the UUA for ALUUC being a 2014 Honor Roll Congregation.
- Application for UUA Internship Stipend Grant was submitted by Martin Woulfe. This grant would be used for future ministerial interns.
- Information was shared on the Youth CON being held at ALUUC this month.
- Discussion about Paul Oakley’s Ordination. The Board would like ALUUC to participate.
- Discussion on a Long Range Planning Committee. Virginia Forrer volunteered to be on this committee when it is formed.
- Pathway to Membership program was discussed. Michael Plog will speak with Susan Solon, Membership Coordinator and the Membership Committee about this program.
- Board discussed having two meetings a month. This discussion will continue in December.
• Board approved a stipend of $1000 for Elaine Gehrmann to be available as an on-call Pastoral Care Minister during Martin Woulfe’s sabbatical.
• Board Goal Setting Meeting scheduled for November 18, 2014 6:30 – 8:00pm.

The Board met in Executive Session on the Conflict Update.

Meeting adjourned
ALUUC Board Minutes
Approved
December 9, 2014

Present

Others present: Martin Woulfe, Minister

Call to order: Michael Plog, Board President, 2015

Consent Agenda – All approved.

Topics for Discussion

- Vi Lanum was approved as a Lay Officiant for a two year tenure.
- Jae Morelli was approved as a Lay Officiant for a two year tenure.
- Posy Robertson’s Internship monetary gift was accepted. Michael Plog, Board President, wrote a letter of thank you to Posy and board members signed.
- The board acknowledged receipt of the Committee on Ministry Report and expressed gratitude for their work.
- Assignments of board members to each of the 2015 Board Goal Areas.

New Business

- An agreement has been signed by Michael Plog and Elaine Gehrmann for her Ministerial support of ALUUC during Martin Woulfe’s Sabbatical.
- Additional hours and a $150.00 stipend were approved for Susan Solon to set-up, staff, and take down the Labyrinth on scheduled Fridays through May 2015.
- Discussion on the Fantasy Auction fundraiser co-chairs; and a tentative date was set for March 14, 2015.
- Discussion on a date and co-chairs for the Annual Pledge Drive.
- An ALUUC Dispute Resolution Committee will be established (per the Disruptive Behavior Policy) by Michael Plog, Board President. Virginia Forrer volunteered to serve as the Board member on this committee.
- A Congregational Meeting will be held on Sunday, December 13, 2014 to present a Motion for ALUUC to support the ceremony for the Ordination of Paul Oakley as a Unitarian Universalist Minister.

Old Business

The Board met in Executive Session on the Conflict Update.

The board voted to restrict Peggy Patty and Phyllis Lau from any ALUUC activity until January 2016. A letter with this notification will be sent.

Meeting adjourned

Submitted by Linda Quigley, Secretary
ALUUC Board Minutes

Approved

January 13, 2015

Call to order: Michael Plog, Board President, 2015

Present


Others present: Susan Solon, Membership Coordinator; Phillip Andersen, Fantasy Auction Chair 2015

Visitor Comments

Phillip Andersen discussed plan details for the 2015 Fantasy Auction. The theme will be: ‘Oscars’. The committee will be having ongoing planning meetings.

Consent Agenda – Approved: Membership Coordinator Report; Director of Religious Education Report; Special Meeting Minutes & Resolution; December Financial Report.

Topics for Discussion

- ALUUC Cookbook is being developed as a fundraiser by Rob Ewart. Approved by Board 01/15/2015.
- Possible By-Law changes were discussed: 1) Pathway to Membership is being reviewed by Membership Committee. They will review practices and steps to become an ALUUC Member.; 2) Quorum formula for congregational vote is being reviewed; Dianne DeWeese has volunteered to research other counties and congregational quorum practices.
- Annual ALUUC membership review is underway and will be completed and submitted to the UUA by February 1, 2015.
- A possible addition to the ALUUC Mission Statement to add ‘non-violent’ to the statement.
- Discussion on the MidAmerica Regional Assembly Meeting and General Assembly delegates and attendees.

New Business

- A Dispute Resolution Committee has been established. Current representatives: Virginia Forrer, Board; Frank Kopecki; and Debbie Hagen.
- Letters of support for Martin Woulfe, Minister, are being sent to UUA: Michael Plog, Dianne Roberts, and Lori Leytem/Linda Quigley.
- ALUUC has received to two ministerial internship applications. Michael Plog, President, will consult martin Woulfe, Minister.
- Board members have begun to contact committees and individuals in the congregation regarding their respective Board Goals.

Old Business

Dianne Roberts will update us on the Script program.

Meeting adjourned

Submitted by Linda Quigley, Secretary
Call to order: Michael Plog, Board President, 2015

Present
Board members: Michael Plog, Kent Childs, Dianne Roberts, Marissa DeWeese, Virginia Forrer, Debbie Leahy; Jodi Perko, Roger Ryan, Linda Quigley.

Others present: Susan Solon, Membership Coordinator

Consent Agenda – Approved: December 2014 and January 2015 Board Minutes; Director of Religious Education Report; Membership Coordinator Report.

Topics for Discussion

- Bylaw Changes were discussed:
  1) Pathway to Membership is being reviewed by Membership Committee instead of our current practice of just signing the ALUUC Membership Book; 2) Looking at dropping any members for whom the congregation does not have any contact information, which may affect our annual membership review numbers; 3) Possible addition to the ALUUC Mission Statement to add ‘non-violent’ to the statement. 4) Researching a change to the Bylaws for the way quorum is calculated for congregational votes, to make it 20% present and voting. Dianne Roberts will contact Rob Ewart, Chair of the Bylaws Committee.

- Mortgage payoff and implications for next year’s budget: The UUA mortgage loan will be paid off in June 2015. Kent Childs and Dianne Roberts discussed the payoff and options for the congregation. One option being looked at is putting money toward the INB mortgage loan to prevent having to pay a balloon payment. The Finance Committee will be meeting to discuss.

- Emerson Chapel in Columbia, MO has reached out to UU congregations for help. They had some building donors back-out and are asking Midwest UU congregations for monetary donations. Virginia Forrer will contact Krista Taves at Emerson to get additional information.

New Business

- Letters of Support have been sent to the UUA: Michael Plog, Dianne Roberts, and Lori Leytem/Linda Quigley. Linda indicated that she and Lori had received an email response from the UUA.

- ALUUC Membership Review was completed and submitted to the UUA by the deadline.

- The two ministerial interns who had applied for possible internships have accepted positions at other congregations.

- Meg Evans attended a meeting of Church Woman United in Springfield. The Board discussed the organization and has some questions. Michael Plog will ask Meg to find out if we would be listed as an affiliate and to get the Board some additional information on the group.

- U of I study on relationships discussed. They are still looking for select group participants. Michael will post the opportunity to participate on the ALUUC Facebook page.
Old Business

- Updates on Board goals.
- Welcoming Congregation Survey update: 68 completed surveys received; 11 surveys received from self-identified LGBTQ congregants.

Meeting adjourned.

Respectfully Submitted,

Linda Quigley, Secretary
Minutes - ALUUC Board
APPROVED
March 10, 2015

Board Members Present: President Michael Plog, Vice President Kent Childs, Treasurer Dianne Roberts, Marissa DeWeese, Virginia ForrER, Debbie Leahy, Jodi Perko

Visitors, Finance Chair Kurt DeWeese and Welcoming Committee co-chairs Meg Evans and Tracy Zieber-Minks

Meeting convened at approximately 7:00 PM

Welcoming Congregation Committee Report
Meg Evans and Tracy Zieber-Minks submitted the report on the congregational survey conducted by the Welcoming Committee, focusing primarily on LGBTQ issues. The Board approved the report including its recommendations for further action.

- Meg and Tracey will forward the report to the UUA to be placed in Rev. Martin Woulfe’s file. The survey indicated that his leadership in LGBTQ issues received the highest ranking of activities in congregational support of LGBTQ issues.
- At the 2015 annual congregational meeting, the congregation will be asked to officially renew ALUUC status as a Welcoming Congregation, by way of the UUA refresher program guidelines and over the year fulfill the conditions of these guidelines to update the congregation’s status as a Welcoming Congregation.
- The report will be available on the ALUUC website.

FY 2016 Budget
Kurt DeWeese was present to obtain the sense of the Board regarding the FY 2016 budget. The UUA mortgage loan will be paid off in June 2015. This is a $1,463 monthly payment. He presented two possible scenarios for the FY 2016 budget:

1. A monthly payment of $2,482 to INB which would pay off the INB mortgage including balloon by 6/29/17
2. A monthly payment $1,936 to INB, which would pay off the INB mortgage including balloon by 1/28/2018.

Kurt asked whether the Board’s priorities were bringing staff salaries up to UUA recommendations or capital development. He handed out the UUA recommendations for ministerial salary. The sense of the Board (no formal vote) was bringing staff salaries up to UUA guidelines. The Board did not vote on directions regarding funds that would be freed with the paying off of the UUA mortgage loan.

Consent Agenda was approved
- Minutes of the February Board meeting
- The February Financial Statement
- The February DRE report
- Membership Coordinator Report. The Membership Committee is up and running. Susan handed out a proposal for a “Pathway to Membership at ALUUC” which the Committee developed and the Board accepted.

Emerson Chapel—Chesterfield, MO
- Emerson Chapel requested that one of their Board members make a presentation to the ALUUC congregation regarding their request for financial support. The Board approved the request if the
presentation is made in the next two weeks so it would not interfere with the ALUUC pledge Drive. Virginia will contact the Emerson Chapel minister.

SCRIPT Program--Dianne Roberts
• So far the participation is low but covering expenses and participation is expected to increase over time. Kerri Skrugland has agreed to continue support in enrolling members in this program.

Paul Oakley Ordination Fund
• Paul projects an overall cost of $5,000 for his ordination. The Board approved $500 from the church budget and permission to solicit individual contributions from congregational members.

Bylaw Changes
• The changes as discussed at the last meeting were handed out. These changes will be presented at the annual meeting in June for congregational approval.

Update on Goals—Virginia Forrer and Linda Quigley (Linda was absent because of illness)
• Nourishing Congregation—religious education component.
  o The religious education made it clear that the Board was not to assign more responsibilities to DRE, Marla Johnson, because she is already working more hours than for which she is paid.
  o Virginia had emailed UUA salary recommendations for religious education staff to the Board. Marla is grossly underpaid according to these guidelines.
  o Virginia and Linda compiled research on the salary and hours/week other congregations pay their RE staff. All congregations surveyed, even those with considerably smaller membership, had paid RE staff of at least 20 hours a week compared to Marla’s 11.6 hours a week (the odd number due to allotting some hours strictly to the summer ecology camp). The pay also was considerably higher than Marla’s.
  o The RE committee requested that an evacuation procedure be developed in case of emergencies. Marissa will work with Brian Reynolds on this task.
  o The RE committee asked that the “Safe Congregation” policy be updated. Dianne Roberts will work on this task this summer.

“Let Freedom Ring”
The “Conversations on Race” between ALUUC members and members of the Calvary Missionary Baptist Church are organizing a march on April 9 commemorating General Lee signing conditions of surrender at Appomattox, the assassinations of Abraham Lincoln and Dr. Martin Luther King Jr, remembering that the actions of the Emancipation Proclamation and the 13th Amendment promised an end to racial discrimination, but these promises have yet to be fulfilled. We invite all citizens who remain concerned about racial justice to join in this commemoration in the hope that we can follow in the footsteps of Lincoln and King.

Next meeting:
• Jodi will have reflections
• Marissa will bring treats
• Meeting on Tuesday April 14, 2015 at 7:00 pm

The meeting adjourned.

Respectfully submitted,

Virginia Forrer
Acting Secretary
Call to order: Michael Plog, Board President, 2015

Present
Board members: Michael Plog, Dianne Roberts, Roger Ryan, Marissa DeWeese, Virginia Forrer, Debbie Leahy, Linda Quigley.

Others present: Susan Solon, Membership Coordinator; Robert Ewart, Bylaw Committee Member

Important Dates
Wednesday, June 3, 2015 is the June Board Meeting.
Sunday, June 7, 2015 is the ALUUC Annual Meeting.

Consent Agenda – Approved: March 2015 Board Minutes; Green Committee Report; Director of Religious Education Report. March Financial Report tabled until further information is provided.

Bylaw Committee Report - Rob Ewart, Bylaw Committee Member shared the ALUUC Bylaw Proposed Changes Report.
Highlights of the proposed changes:
1) Change in clarification/wording; no changes in intent or content.
2) Change to incorporate footnote into body of bylaw.
3) Article 3, Sect. 3: Change in bylaw.
4) Article 2, Sect. 1: “Pathway to membership” added.
5) Article 2, Sect. 4: Adds the continued Membership has an expectation.

The proposed changes will be published in the next ALUUC Newsletter with links to Bylaws on the ALUUC website.

Topics for Discussion/Decisions/Votes
- Discussion on using a Mid-American UUA consultant to review the Religious Education program. A motion was made and approved to proceed. Budgeting for this was mentioned.
- Changes to slate for Committee on Ministry: Jack Kriel and Mark Hanson are both nominees.
- A change to the ALUUC Mission Statement was proposed: “We shall foster (add: non-violent) action.” Accepted by Board.

New Business
- Personnel Committee submitted their 2014-2015 Employee Evaluation Report & and recommendations. Virginia Forrer will get additional information from the committee prior to a board vote.
- Michael Plog will ask the 2015-16 Board Nominees to the May 2015 Board meeting.
- An anonymous donation was made to the Endowment Fund.
- ALUUC is registered for a booth at PrideFest. Michael will check with the Welcoming Committee Chairs about staffing for the booth. Susan Solon has ordered UUA items to hand out.
- Virginia Forrer spoke about the Conversations on Race March.
- A congregant is looking into prices for power assisted doors for the restrooms.
- The agenda is being set for the ALUUC Annual Meeting that will be held after the service on June 7, 2015.
Old Business

- Dianne Roberts will ask Cheryl Wycoff, ALUUC Office Manager, about the frequency of pledge notice updates being sent to members throughout the year.
- Green Committee will participate in Lobby Day at the Capital on April 22, Earth Day.

Meeting adjourned

Respectfully Submitted,
Linda Quigley, Secretary
Call to order: Michael Plog, Board President, 2015

Present

2015-16 Board members present: Phillip Andersen, Kim Villenuava, Tina Bennett, Melissa Bernhardt, Frank Kopecky, Ricky Stead.

Others present: Jan Droegkamp, Social Action Committee brought forward a proposal on salary equity. After discussion, a motion was made: The Social Action Committee’s proposal will not be distributed, but there will be an informative handout will be given out indicating that there are funds budgeted that will provide reasonable staff salary consideration in line with the budget. Motion passed.


Topics for Discussion/Decisions/Votes
- Annual Meeting Agenda reviewed and approved. Date on the agenda will be changed from 2013 to 2014. All handouts need to be posted 15 days (May 22, 2015) prior to the Annual Meeting.
- 2016 Annual Budget review and discussion. Remove ‘(Salary+Housing=$69K (UUA MIN=$58K….) on last page of proposed budget. Fiscal Year 2016 Budget approved by Board. To be presented at Annual Meeting.
- ALUUC delegates to General Assembly in Portland, OR: Marissa Deweese, Diana Deweese and Kurt Deweese were approved by Board vote. Discussion on Regions within the UUA. Delegates will vote their consciences’ in regard to region votes.

New Business
- Power assisted bathroom door issue will be addressed by the next Board.
- Bob Croteau received an award from Sustainable Springfield.
- Update on the activities of Conversations on Race.

Old Business
- None discussed.

Meeting adjourned

Respectfully Submitted,

Linda Quigley, Secretary
ALUUC Board Minutes

APPROVED

June 3, 2015

Call to order: Michael Plog, Board President, 2015

Present
Board members: Michael Plog, Kent Childs, Dianne Roberts, Jodi Perko, Marissa DeWeese, Roger Ryan, Linda Quigley.

Others present: Martin Woulfe, Minister; Susan Solon, Membership Coordinator


Topics for Discussion/Decisions/Votes
  • Last minute thoughts for Annual Meeting: Annual Meeting Agenda was reviewed.

New Business
  • None discussed.

Old Business
  • None discussed.

Meeting adjourned

Respectfully Submitted,

Marissa DeWeese, Secretary