Call to Order: Phil Anderson, Board President, 2015

Present: Phil Anderson, Melissa Bernhardt, Kent Childs, Linda Quigley, Ricky Stead, Frank Kopecky, Marissa DeWeese, Kim Villanueva

Other(s) present: Kurt DeWeese

Important Dates:
Tuesday, August 11, 2015 is the August Board Meeting.
Saturday, August 22, 2015 is the Board Retreat.

Consent Agenda:
Approved: June Meeting Minutes, DRE Report, Membership Coordinator Report, Minister’s Report.
Tabled until the August Meeting: June Financial Report.

Topics for Discussion/Decisions/Votes:
The Annual Meeting Minutes were approved for posting (after some minor edits for procedural terminology), but not finalized, since that will be at the next Annual Meeting.

New Business

• Infrastructure Improvement and Repair:
  1. Kurt DeWeese has been researching bids for Automatic Door Openers for both restrooms and the front door. This is in response to numerous suggestions and requests from members and friends who cite that there are many members, friends and visitors who are unable to open the doors easily themselves, either due to age or abilities. The ALUUC has received two bids from Tee Jay Central: one would cover the bathroom doors ($3,448), the other the main entrance ($3,804) – this does not include tax or electrical work. To cover the costs, Kurt suggested that we seek special donations from the congregation, especially from those who have a specific interest in the project. The board decided that before we approve of the project, we should seek additional bids, which Kurt will research.
  2. Another suggested infrastructure change Kurt suggested is the addition of security cameras, especially in the wake of the recent shootings in Charleston, SC. This would be a DVR system. We would not have someone continually monitoring them; it would only be to investigate possible issues as needed. It would be a one-time cost, and Kurt got a bid from Young’s Security Systems for $3,220. The Board did not make any decisions on this matter.
  3. Kurt met with a sound technician, who in addition to suggesting a no-cost improvement to our hearing assistance system, also suggested that we consider a) updating our sound board, b) purchasing a headset microphone, and c) purchasing a dedicated computer for the sound system, so that we do not have to use the Minister’s computer to record services. This was noted, but the Board did not make any decisions on this matter.
  4. The concrete work in the courtyard which was approved in the Annual Meeting will happen before the year is out, when a time slot opens in the construction company’s (Williams) schedule.
  5. Kurt also brought up the fact that the parking lot blacktop will need to be resealed in the next year (it should happen about every 3 years). The estimated cost will be about $3,800. The Board noted this, but did not make any decisions on this yet. The Board did direct Kurt to seek out bids for this project – a total of three was suggested.
There was discussion about which of these projects should be the priority. Additional projects that have been on the “back-burner” were also brought up, along with fundraising ideas. There was also discussion about the fact that the congregation is reaching a turning point (the paying off of its loans), and there is a question of where we should focus our money in the future. This led to a discussion about how we really need an idea of what the congregation (both people and the facility) needs, possibly from a Long Range Planning Committee, or possibly from a consultant who specializes in Long-Term Planning, or both. A motion was made to reestablish the Long Range Planning Committee, it was seconded and passed. Board members will now seek out possible members to serve on the committee.

- The Religious Education Program at the ALUUC plans to teach OWL (Our Whole Lives) in the next church year. The Board discussed this. As this was an informational item, no Board action was required.
- A suggestion was made to have a Membership Recognition event. This was noted.
- The date for the next Board Meeting was set, along with a suggested date for the Board Retreat, and possible tasks for the retreat.
- There will be a rental of the building for an EQ IL event on August 28-29.
- Rhiannon Gurley has proposed a mural project. This was noted.

Old Business

- None

Meeting adjourned

Respectively submitted,
Marissa DeWeese, Board Secretary
Call to Order: Phil Anderson, Board President, 2015

Present: Phil Anderson, Melissa Bernhardt, Kent Childs, Linda Quigley, Ricky Stead, Frank Kopecky, Marissa DeWeese, Kim Villanueva, Tina Bennett

Other(s) present: Susan Solon, Kurt DeWeese, Martin Woulfe

Important Dates:
Saturday, August 22, 2015 is the Board Retreat.
Tuesday, September 8, 2015 is the September Monthly Meeting.

Consent Agenda:
Approved: July Meeting Minutes; Minister’s Report; DRE Report; Membership Coordinator Report

New Business

- The Pathway to Membership classes begin in September. There was some discussion of membership and how our members have changed. There was a motion to get more in-depth membership data from throughout the years from Susan and Martin. Frank seconded the motion, and it was approved.

- Handicap doors – Kurt has received three bids for the electronic door openers. Two bids do not include electrical work, but are done by companies that have done this kind of work previously, where the third bid, while including the electrical work, comes from a company that is inexperienced in this type of work. The Board chose the first bid from Tee Jay Central. There was some discussion about the logistics and timing of the door openers in the bathrooms. Because the work exceeds $5,000, the board determined this would need to go before the congregation as a special meeting. Kent motioned that the approval of the purchase of electronic door openers would be the agenda item for a Special Meeting of the Congregation to take place after the service on September 20, 2015. Tina seconded the motion and it was approved. Kurt will get further quotes for the electrical work.

- Martin has requested that we approved a budgeted item, which makes clear what his stipend for his housing allowance is for tax purposes – $21,240. Kent motioned to approved it, Frank seconded it, and the motion passed.

- Habitat for Humanity is beginning their Build #98 for a Mr. Marshall, and the Social Action Committee would like to represent ALUUC as part of the build. Kim motioned to approve this, Kent seconded, and the motion passed.

- Ricky brought up that the ALUUC needs to increase our social media presence for these modern times, which should include a Twitter account (the ALUUC currently has a Facebook page and a website). After some discussion, Kent motioned that a Social Media Group be made a subgroup of the Electronics Communications Committee, with Ricky as the chair, and that the first items of business be creating an official Twitter account and research social media policies. Melissa seconded the motion and it passed.

- Discussion about the Long Range Planning Committee was tabled.

- The Board Retreat will be August 22, 2015, from 2-7 pm, at Phil Anderson’s home, with Debby Hagan coordinating, with assistance from Frank Kopecky and Carol Kneedler. Besides the board
members, it will be open to those members/employees that the Board invites. The possible agenda of the Retreat was discussed.

- The Trash & Treasure Sale will be October 2\textsuperscript{nd} & 3\textsuperscript{rd}, and we are still look for a chair.

- Mary Keldermans has requested to rent the ALUUC to hold a local mass for her Holy Family Inclusive Catholic Church on a regular basis. The board discussed for how long this should be initially and we discussed that it could be for the rest of the calendar year (the end of 2015) to start with. Tina motioned that we approve the rental of the church by Mary Keldermans on a monthly/6-weekly basis (to be decided later between the ALUUC and Mary) for the rest of 2015. Melissa seconded the motion and it was approved.

- John and Carly Mattimore have requested to rent part of the ALUUC for a “firewalk”, hosted by Jeremy Pahir, where participants would be walking across hot coals, along with other activities. Some of our members with legal experience have reviewed the waiver that participants would sign, and determined it is legally sound. This activity would burn a 10’ x 10’ square in the back of the church. Phil motioned that this request be approved and it was seconded. Much discussion ensued about the logistics and safety of this activity, and whether the church could still be held liable for any accidents, despite the waiver. Kent made a motion to call the question, which passed. A vote was held, but the issue was denied by the Board.

Old Business

- There was some discussion of the Finances. The income is balanced for FY-15, and the Board congratulates the Finance Committee for a job well-done. There was also discussion of how some items in the budget were either over or under their expected amount and how we could improve on those items.

- Kim and Linda will have a talk with the OWL (Our Whole Lives) facilitators by the next Board Meeting.

Meeting adjourned

Respectively submitted,

Marissa DeWeese, Board Secretary
Call to Order: Phil Anderson, Board President, 2015

Present: Phil Anderson, Melissa Bernhardt, Kent Childs, Linda Quigley, Ricky Stead, Frank Kopecky, Marissa DeWeese, Kim Villanueva, Tina Bennett

Other(s) present: Martin Woulfe

Important Dates
Tuesday, September 8, 2015 is the September Monthly Meeting.
Sunday, September 20, 2015 is the Special Meeting of the Congregation concerning the purchase of Electronic Door openers.

New Business

- The Board has been notified that a member of the congregation has decided to give the ALUUC a substantial sum of money (six figures) that we can begin drawing from immediately to finance certain projects. The Board learned of this during the Board Retreat on the 22nd. The Board discussed how this money could be used for upcoming projects, including the acquisition of land, pay for staff, and advertising (see next item). However, there was discussion of whether we should be making these decisions just yet, and whether this financial gift was received properly via our protocols for accepting monetary gifts. Currently we have a written letter of intent, and an oral declaration of intent from the member. In addition, this gift has some restrictions on where it could be spent. The Board decided before we make any decisions to draw from this gift, the Member needs to sit down with ALUUC Leadership and the committees that deal with our finances in order to clarify the gift, the restrictions on the gift, and to make sure everything is legally sound.

- The local Catholic diocese has made the decision that all of the families of students that attend their schools must attend mass weekly, tithe, and have a council with the local priest if their family does not meet the “standards” of what a family should be according to the diocese – single parents, divorced parents, parents who are in a same-sex relationship. This prompted a discussion of how the ALUUC should consider advertising locally, to show the community that we are a welcoming congregation that makes no dictations on how families live their lives or whom they love. There was much discussion about what kind of advertising and how much money should be spent on advertising. Kent motioned to approve the spending of up to $4,999 on advertising, and that the decisions about the type and content of the advertising will be up to the Membership Committee. Frank seconded the motion. There was discussion about where the money would come from – while it is not a budgeted line item, there is money that we currently have to finance this. A vote was taken, and the motion was approved.

- The finalization of the Board Goals that we discussed at the Board Retreat was tabled until the next meeting.

- There are discussions about the ALUUC hosting an ordination for another woman as a Catholic Woman Priest. The details are being worked out currently.

- Members have discussed with Mr. Krell the possibility of the purchase of land that is adjacent to the church on the west side. He is open to discussion, but no decisions were made.

- Board liaisons were named for ALUUC Committees. Sunday, September 13th, there will be a Committee council between the Board (the liaisons) and Committee chairs, headed up by the Vice President, Frank. The agenda will be a discussion of duties, responsibilities and meeting times of the committees.
Liaisons are as follows:

- Committee on Religious Education – Melissa Bernhardt
- Dispute Resolution Committee – Frank Kopecky
- Electronics and Communications Committee – Marissa DeWeese
- Facilities Committee – Kent Childs
- Fellowship Committee – Ricky Stead
- Finance Committee – Tina Bennett
- Green Sanctuary Committee – Kent Childs
- Membership Committee – Kim Villanueva
- Pastoral Committee – Martin Woulfe
- Personnel Committee – Frank Kopecky
- Program Committee – Linda Quigley
- Social Action Committee – Debby Leahy
- Welcoming Congregation Committee – Kim Villanueva

**Old Business**

- Mary Keldermans will be holding a mass for her Holy Family Inclusive Catholic Church at the ALUUC on the first Sunday of the month at 4:00 pm, with the first mass to be held on September 6, 2015 at 4:00 pm.

Meeting adjourned

Respectively submitted,
Marissa DeWeese, Board Secretary
ALUUC Monthly Meeting  
September 8, 2015

Approved Minutes

Call to Order: Phil Anderson, Board President, 2015

Present: Phil Anderson, Debbie Leahy, Kent Childs, Marissa DeWeese, Melissa Bernhardt, Ricky Stead, Frank Kopecky, Linda Quigley, Kim Villanueva, Martin Woulfe

Other(s) present: Kurt DeWeese, Susan Solon, Diana DeWeese, Virginia Forrer

Important Dates:
Sunday, September 20, 2015 is the Special Congregational Meeting concerning the purchase and installation of Electronic Door Openers.
Tuesday, October 13, 2015 is the October Monthly Meeting.
On Saturday and Sunday, October 24-25, 2015 there will be Conflict Resolution Workshops led by Rev. Barbara Child.

Consent Agenda:
Approved: August Meeting Minutes (with updated information to be added); Minister’s Report; Membership Coordinator Report, including graphs of membership/attendance from the last 5 years; DRE Report.

New Business

• Historical Documents concerning the possible deal between the Abraham Lincoln Unitarian Universalist Fellowship and Frank Lloyd Wright to build a church are going to be donated by Mike Bray, following an appraisal. Tina will look into the necessary details about accepting the donation.

• The Board would like to see a more in depth RE attendance record which shows the numbers throughout the years.

• In the Financial report, it was noted that the line item in the budget allocated for Peace Camp still exists. Tina made a motion that this line item be absorbed into the Eco Camp budgeted line item, since Peace Camp evolved into Eco Camp, and Peace Camp no longer occurs. Kent seconded the motion, and the motion was approved to reallocate the Peace Camp funds into the Eco Camp funds.

• Diana DeWeese from the Program Committee and Virginia Forrer from the Conflict Resolution Committee have contacted Rev. Barbara Child about facilitating a Conflict Resolution Workshop, to be held from October 24-25, 2015, in two sessions (parts 1 and 2). Rev. Child is also the speaker for the October 25 Sunday Service. The cost of this workshop (rental, speaker fee, transportation and housing fees, etc.) is estimated to be between $1,200-1,300, $250 of which will come from the Program Committee, and the rest expected to come from sponsors. A different facility would be needed for the Saturday workshop, due to space conflicts at the ALUUC. The organizers will talk to other area churches to see if we can use their facility, and if they would also be interested in attending the workshops. The Sunday workshop would be at the ALUUC. Expected attendance is about 30 at this point. Marissa made a motion to approved this event, and Melissa seconded it. The motion was approved.

• Diana DeWeese proposed that the ALUUC hold a Craft Fair again, to take place on the first Saturday in December (the 6th). It usually brings in about $400-500. Diana and Eugena Austin would be the Chairs of the Event. Frank made a motion to approve the fundraiser, Marissa seconded it, and it was approved.
• Discussion about the Long Range Planning Committee – Debby Hagan and Carol Kneedler are the coordinators who are looking for a consultant, probably from the UUA, and are discussing how many meetings and how often they meet. We do have a donor who will be covering the cost of the consultant. Kent made a motion to authorize the two coordinators to vet prospective UUA consultants, determine the time table for the committee/coordinator, and that cost will be under $5,000. Linda seconded the motion, and it was approved.

• The Board has received a proposal from Rhiannon Gurley to hold an art camp for children. We discussed the logistics of the ALUUC hosting the camp. This issue was tabled until at least our next meeting, since Rhiannon needs to discuss her plans further with various committees (Facilities, Aesthetics), and our office manager, Cheryl Wycoff.

• Bishop John Shelby Spong, a famous religious speaker, has reached a separate agreement with Martin to speak in Springfield on April 9, 2016. Martin has personally made an initial payment of $500. Many other parties (members, friends, other religious leaders, other congregations) have stated that would help sponsor and promote this speaking event (two separate speaking engagements, either on one day or over two days), and that this event could be a fundraiser for the ALUUC. Frank made a motion to approve this speaking engagement as a congregation fundraiser with Martin as the coordinator, Kent seconded it, and it was approved.

Old Business

• The Membership Committee has submitted advertisements to the Illinois Times, and possible speaking time on NPR is being worked out.

• We received a letter from our large donor which more explicitly detailed the stipulations on their donation. A check has been received by the ALUUC from the donor for $5,000, which will cover our new advertising. Further discussion ensued about how best to deal with large donations, and the pros and cons about keeping donors anonymous. Martin, Phil and Kurt will discuss with the donor about if it would be ok if the details of their donation were made public. Additionally we discussed if other donors may be open to the same thing, and how this would be a good opportunity to discuss our Endowment, estate planning, and donations with our members and friends.

• The ultimate decision to have OWL classes is determined by the RE Committee, who assess whether or not there is a need. Two of the four OWL facilitators, Scott and Laura Marlow, will be in charge of handling the LGBTQ material in the class. Martin will discuss with the Committee on Ministry what is the best procedure to notify concerned individuals about OWL happenings.

• The draft Board Goals were discussed, and changes were made. Kent made a motion to approve the goals, Tina seconded them, and they were approved as amended.

Meeting adjourned

Respectively submitted,

Board Secretary, Marissa DeWeese
ALUUC Board Meeting
October 13, 2015

Approved Minutes

Call to Order: Phil Anderson, Board President, 2015

Present: Phil Anderson, Debbie Leahy, Kent Childs, Marissa DeWeese, Melissa Bernhardt, Frank Kopecky, Linda Quigley, Kim Villanueva, Martin Woulfe

Other(s) present: Susan Solon, Delinda Chapman, Marla Johnson, Rhiannon Gurley

Important Dates:
On Saturday and Sunday, October 24-25, 2015 there will be Conflict Resolution Workshops led by Rev. Barbara Child.
November 10, 2015 is the November Board Meeting.

Consent Agenda:
Approved: September Board Meeting Minutes (with minor corrections); Minister’s Report; Membership Coordinator Report; DRE Report, including graphs of attendance from the last 5 years.

New Business

- Ricky Stead and Delinda Chapman have requested to be trained as officiants. They have received approval from the Minister, Rev. Martin Woulfe, and the Committee on Ministry. Kent made a motion to make Delinda and Ricky officiants-in-training, Frank seconded the motion, and it was approved.

- Marla Johnson presented her report, along with other updates from Religious Education. Her attendance records go from 2009 to present, and show strong Fall RE attendance, but then a steep drop off starting in January. The Holiday Pageant is scheduled for December 13, 2015. New Senior Youth Group leaders will be needed for the 2016-17 RE year.

- The ALUUC has received an application from a prospective intern, but no action is necessary at this point. There may be a possible interview with the applicant at the next month’s meeting via video chat.

- The rental by Mary Keldermans for Holy Family Inclusive Catholic Church for a first Sunday Mass has been very successful for the two Sundays it has been held, and she has requested an extension of their rental, which currently extends for the rest of 2015 (through December). Melissa made a motion to extend the rental to June 2016, Linda seconded the motion and it was approved.

- There will be an ordination of a new Catholic Womanpriest on October 24, 2015 at 2 pm.

- Currently there is an Ad hoc Activities Scheduling Committee which approves special requests for building rentals, where its members determine if fees should be discounted and/or waived depending on the renter or event. Currently the committee is made up of the Board President, Vice President, Director of Religious Education, Membership Coordinator, Social Action Chair, Office Manager, and Minister. Martin suggested that this many people are really not necessary to make this decision, and that it should be decreased to just the President, Office Manager, Minister, and Social Action Chair. These four could then seek out the advice of others when needed, but would not have to for every request. Linda made a motion to reduce the Activities Scheduling Committee membership to these four individuals, Kent seconded the motion and it was approved.

- Susan discussed possible changes to Pathway to Membership sessions, suggesting that in special cases a compressed version be offered on an alternative weekday for those who would not be able
to make the current sessions. The Board liked this idea, but no action from the Board is required, as this is informational.

- Pat Caley would like to sell Fair Trade goods following a future Sunday Service, possibly November. She did this last year, too, following the Sunday Service where she was the guest speaker. Melissa made a motion to approve Pat Caley selling Fair Trade goods following a Sunday Service, Frank seconded it, and the motion was approved.

- Kathy Schultz requests permission to hold a special “Breakfast with Mr. & Mrs. Claus” fundraiser (not the final name of the event), to be held on November 28, 2015, that would raise money for music for the ALUUC. This event would include breakfast, pictures and time with Mr. & Mrs. Clause (Ed & Kathy Schultz), and crafts for kids to take home. Kent made a motion to approve this fundraiser, Melissa seconded the motion and it was approved.

Old Business

- Rhiannon Gurley presented her proposal to hold an Art Camp for children at the ALUUC on weekdays when they are not in school. It would be for up to 30 children, for $30 for each child. The profits would be split between Rhiannon and the ALUUC. We discussed the logistics of the ALUUC hosting the camp such as:
  o the level of building use/possible maintenance issues from projects, destructive behaviors;
  o children supervision/number of necessary adult chaperones – ALUUC safe congregation policy dictates 2+ adults in a room with children;
  o emergency protocols in case of inclement weather/accidents;
  o possible dates – from the dates Rhiannon suggested, the Board determined that November 11 would be possible; and
  o whether the board would approve this event on a recurring basis – the Board discussed approving a trial run of a single one-day camp, which if successful, the Board may approve future dates.

  This event would in effect be a Building Rental, with some additions. After much discussion, Marissa made a motion to table this decision until Rhiannon submits the necessary written agreement for an Art Camp to be held on November 11 (where the logistics will be outlined in more detail), upon receipt of which the board will then review and make a decision. Melissa seconded the motion to table, and it was approved.

- The Trash and Treasure Sale was successful. There are still some lingering items that are waiting to be sold, but we believe they will be sold shortly.

Meeting adjourned.

Respectfully submitted,
Marissa DeWeese, Board Secretary
Aluuc Board Meeting  
November 10, 2015  
Approved Minutes

Call to Order: Phil Anderson, Board President, 2015

Present: Tina Bennett, Debbie Leahy, Kim Villanueva, Kent Childs, Phil Anderson, Melissa Bernhardt, Frank Kopecky, Martin Woulfe, Marissa DeWeese

Other(s) present: Susan Solon

Important Dates:
December 5, 2015 is the Arts & Craft Fair and Cookies, Craft with Santa.
December 8, 2015 is the December Board Meeting.

Consent Agenda:
Approved/Reviewed: October Board Meeting Minutes; Minister’s Report, with 27 years worth of Sunday Service attendance records; Membership Coordinator Report; DRE Report.

New Business

• Be S.M.A.R.T. (Specific, Measurable, Attainable, Realistic, and Time Bound) review of Board Goals – The Board discussed the progress of the various goals it had set. There was some discussion about goal #2, Increase membership engagement, and various methods that the Board and committees could do. After much discussion, several of the Board members stated that they would call some members and friends who have not attended in a while.

• The ALUUC previously received an application from a prospective ministerial intern, Paula Brayden. During the meeting, those present conducted an interview via Skype video chat with Paula. The interview was favorable. Kent made a motion to offer an internship to Paula Brayden starting in the Summer of 2016, and Frank seconded the motion. A vote was taken and the motion passed. Martin then called Paula to formally extend the offer. Paula thanked the Board members and those present, and said she would decide within the next week.

• The rental by Mary Keldermans for Holy Family Inclusive Catholic Church has been very successful, and Martin, acting on behalf of the Activities Committee, let the Board know that HFICC would like to rent the ALUUC on Christmas Eve (December 24) at 9 pm for a “Midnight” Mass. This would not conflict with the ALUUC’s Christmas Eve Service earlier that evening. Martin also broached the possibility of waiving the rental fee. After some discussion, Frank made a motion to waive the rental fee, and Tina seconded the motion (“Make it a Christmas gift!”). A vote was taken, and the motion was approved.

• There was discussion about the most recent Pathways sessions, and how there have been some scheduling difficulties, and how what was intended to be a gradual, in-depth process, has been rushed at times. Martin and Susan will work to improve the scheduling of the Pathways sessions, and make a more defined push to have new and prospective members be paired with a mentor.

• After looking through the Bylaws and other related documents, it was discovered that the Finance Committee Chair is a de facto member of the Endowment Committee.

• The Endowment Committee is down two members, and there was some discussion about the proper protocol to fill those vacancies. The Board asks that the Nominating Committee search for two candidates to fill those vacancies, who would then be approved by the Congregation at a future Congregation meeting.
• The Electronics and Communications Committee (ECC) and Webmaster are beginning the process of giving the church website, ALUUC.org, a revamp, with the primary goal of making it mobile responsive (works well on all electronic devices). They will present their “draft” at a future Board meeting.

Old Business

• The Art Camp proposed by Rhiannon Gurley was not approved, after much discussion via email between last month’s meeting and this one.

• Discussion about what actions should be taken about a previous conflict was tabled until the next Board meeting.

Meeting adjourned.

Respectfully submitted,
Marissa DeWeese, Board Secretary
ALUUC Board Meeting  
December 8, 2015 
Approved Minutes  

Call to Order: Phil Anderson, Board President, 2015  

Present: Tina Bennett, Kim Villanueva, Kent Childs, Linda Quigley, Phil Anderson, Melissa Bernhardt, Frank Kopecky, Martin Woulfe, Marissa DeWeese, Ricky Stead  

Other(s) present: Susan Solon, Michael Plog  

Important Dates:  
Interfaith Vigil at the Islamic Center, December 13, 2015.  
January 12, 2016 is the January Board Meeting.  

Consent Agenda:  
Approved/Reviewed: November Board Meeting Minutes; Minister’s Report; Membership Coordinator Report; DRE Report.  

New Business  

• Paula Brayden accepted ALUUC’s offer to be our ministerial intern. She will start during the Summer of 2016!  
• Martin will be on vacation from December 25-January 7, and Rev. John Biedler will be the on-call pastoral care minister during that time period. Pastoral Care has been more intense in the last month.  
• Pathways sessions are being planned for January.  
• The Finance Committee met and discussed the managing of the BF Edwards money market account – this is not part of the Endowment Fund. The Finance Committee will be meeting in early January.  
• A new version of the Disruptive Behavior Policy has been created by the Disruptive Policy Committee. This policy deals with: what constitutes disruptive behavior at the ALUUC; when the Disruptive Behavior Committee should be involved, and when is it a matter for the Committee on Ministry; and the three levels of actions that the DBC may take concerning the disruptive individual(s). The current Disruptive Behavior Committee is comprised of three members, one of whom shall be a member of the Board of Directors; the three members are Frank Kopecky (Board VP), Debby Hagan, and Tom Vaught. Kent made a motion to approve this updated policy, and Tina seconded the motion. After discussion, a vote was taken and the motion was approved.  
• The Board looked to schedule major events for the rest of the liturgical and fiscal year. After some discussion the following have been tentatively scheduled: Fantasy Auction – March 5th; Annual Meeting – June 5th; Pledge Drive Kickoff – April 17th.  
• Posy Robertson would like to make a donation of funds towards new flooring for the ALUUC, but on the condition that there be a matching funds drive. Kent made a motion to accept this generous donation from Posy for new floor covering on the expectation that there will be a matching funds drive in early 2016. Kim seconded the motion, and seeing no discussion, a vote was taken and the motion was approved.  

Old Business  

• Be S.M.A.R.T. (Specific, Measurable, Attainable, Realistic, and Time Bound) review of Board Goals – tabled until the next meeting.
• With regards to the previous conflict concerning a member whose membership the Board voted to restrict last year, there was discussion of what the next course of action should be when the current restrictions expire at the beginning of the next year. There was much discussion of whether we let the restrictions end naturally or we extend the restrictions to an indefinite time period. Due to the continuing actions of this particular member throughout this year (as recently as Fall 2015), the Board determined that these actions demonstrated that the member would continue their disruptive behavior if they were to return to regular congregational activities, and as such we should discuss making these restrictions permanent until such time as the member agrees to mediation with the Disruptive Behavior Committee. Kent made a motion to approve the continued restrictions of the person’s membership, and Ricky seconded it. The Board then drafted a letter which will be sent to the member, explaining the Board’s decision, and that when they are ready to come back, they are to speak with Frank Kopecky, the Vice-President of the Board and current member of the Disruptive Behavior Committee. The Board made amendments to the language of the letter. After some discussion, a vote was taken on whether or not to approve the continued restrictions and the sending of this letter explaining the conditions of the restrictions. The motion was approved.

Meeting adjourned.

Respectively submitted,
Marissa DeWeese, Board Secretary
Call to Order: Phil Anderson, Board President, 2016

Present: Ricky Stead, Tina Bennett, Kim Villanueva, Kent Childs, Linda Quigley, Phil Anderson, Frank Kopecky, Martin Woulfe, Marissa DeWeese

Other(s) present: N/A

Important Dates:
February 9, 2016 is the February Board Meeting.
March 5, 2016 is the Fantasy Auction.
April 3, 2016 is the Pledge Drive Kickoff.
June 5, 2016 is the Annual Meeting.

Consent Agenda:
Approved/Reviewed: December Meeting Minutes; Minister’s Report; Membership Coordinator Report; DRE Report.

New Business

• As reported in the Minister’s Report, Marla Johnson will be resigning as Director of Religious Education on January 31, 2016, due to her busy work schedule. The Board is very grateful to her for her many years of hard work in the Religious Education program. Plans for an interim DRE and a permanent DRE are being drawn up by the RE committee, in concert with the Personnel committee, the Minister, and members of the Board. Kent made a motion to approve the search for a new DRE. Linda seconded the motion. After discussion, the motion was approved.

• A future Pathways session is being scheduled for a day on a weekend, as opposed to a weekday.

• Phil requested that future Membership Coordinator Reports show how the month’s new membership compares to the same month in previous years.

• From viewing the Financial Report, there has been some confusion about how certain contributions are allocated, especially when they are for future projects that have not been finalized yet. The Finance Committee, Treasurer, and Accountant are working to clarify the procedure for accepting and dealing with these types of contributions/donations. Additionally, some items in the report may require some clarification, like a “Wish List” restricted fund. Also previously, the Board voted that the “Peace Camp” fund be absorbed into the “Eco Camp” fund, but the former is still listed. Some of these questions will be answered by the next Board meeting.

• Paula Brayden will be starting her internship two weeks later than initially planned so she may finish a required class.

• Mary Keldermans is requesting a rental for Ash Wednesday (February 10), and possibly one for Easter Sunday (March 27). The Board is ok with these rentals, as long as they do not conflict with other scheduled events, and the rental fee will be the regular rate.
ALUUC Board Meeting Minutes  
January 12, 2016

- Gwen Childs requested that an ad hoc Fundraising Committee be created to investigate new fundraising methods for the church. Kent made a motion to approve the creation of this committee, Tina seconded the motion, and since there was no discussion, a vote was taken and the motion was approved.

- The Committee Council meeting was held January 10 after the service, and from that 3 main issues came up:

  1) The need for a Family/Single-Use/Gender neutral bathroom as requested from the Welcoming Committee. The council determined that in the short term, the Nursery bathroom meets these requirements, and that there will be a creation of a few signs pointing friends and visitors to that bathroom for those who require a family/gender neutral bathroom. In the long term, any new additions to the ALUUC will consider having single-use bathrooms.

  2) The Finance Committee advises that the Pledge Drive be moved from April 17 to April 3. The Board agreed. Linda made a motion to change the date to April 3, Ricky seconded the motion, and the motion was approved. There was also discussion about possible things to do with the Pledge Drive, but no motion was made.

  3) The Committee on Ministry will be reviewing the current Covenant of Right Relations, and proposing changes.

- The Long Range Planning committee has decided to change to a different consultant. Plans for meetings are still being made.

Old Business

- The letter sent to a member whose membership has been restricted by the Board, which explained their continued restrictions along with necessary conditions for a possible return, was returned unopened with the word “Refused” written on it. However, this does signify that the letter was received, even if the member failed to read it. The Disruptive Behavior Committee has been notified.

Meeting adjourned

Respectively submitted,

Marissa DeWeese, Board Secretary
Call to Order: Phil Anderson, Board President, 2016

Present: Martin Woulfe, Kent Childs, Kim Villanueva, Frank Kopecky, Phil Anderson, Ricky Stead, Marissa DeWeese, Melissa Bernhardt, Tina Bennett

Other(s) present: Dianne Roberts

Important Dates:
March 5, 2016 is the Fantasy Auction.
March 8, 2016 is the March Board Meeting.
April 2, 2016 is Pledge Drive Kickoff.
April 3, 2016 is Pledge Drive Sunday.
April 12, 2016 is the April Board Meeting.
June 12, 2016 is the Annual Meeting.

Consent Agenda:
Approved/Reviewed: January Meeting Minutes (with final edits); Minister’s Report; Membership Coordinator Report.

New Business

- Dianne Roberts, Co-Chair of the RE Committee, reported that four excellent candidates for the Interim Coordinator of Religious Education (CRE) were interviewed on February 5. From those candidates, Tracy Zieber-Minks is the candidate that the RE Committee, Personnel Committee, Minister and Board President recommends. If approved, Tracy will begin her duties in February, and will continue until May 31, 2016. The compensation for this position is for up to 10 hours per week for $12 per hour. Marissa made a motion to approve Tracy Zieber-Minks as the new Interim CRE, Melissa seconded the motion, and after some discussion the motion was approved.

- Upcoming Pathways sessions: February 15 (sessions #1, #2 & #3); February 18 (sessions #1 & #2); February 25 (session #3). Members of the Board will attend.

- Registration for UUA General Assembly 2016 opens March 1.

- Sacred Conversations on Race will be happening this Spring, with the Kickoff at the end of February.

- The Unitarian Universalist Advocacy Network of Illinois (UUANI) has approached the ALUUC to host Lobby days on April 12 and April 21 in a way that is similar to what we did for the Marriage Equality rallies in the past. This will be fine.

- In January we averaged 103 members per service, with an especially large number during the service when Martin spoke about Malala Yousafzai.

- Bob Croteau found numerous deals on LED lights, purchased several and replaced all the lights in the sanctuary. The ALUUC will reimburse him. These new light bulbs will save the ALUUC a significant amount of money in the long term. There was some discussion about how the church budgets facilities supplies vs. office supplies vs. membership supplies. Often, items for one category are drawn from another category, e.g. pens are drawn from facilities, and lightbulbs and plates are drawn from office. This is an issue for the Finance committee to discuss with those committees.
Nancy Kraus, ALUUC’s accountant, has started paying more of the ALUUC’s routine bills online. She also has been transferring financial data to PowerChurch, so next month we should get a financial statement produced by her using PowerChurch. There was also some discussion about the use of some items in the Financial Report.

A Chair is being sought for the Pledge Drive, and an email will be sent out later this week seeking help with the Pledge Drive. There was some discussion about possible Pledge Drive methods and previous successes.

A discussion was held about the possibility of amending the Bylaws to change membership requirements to include more active participation from members. Examples are perhaps to mandate pledging, perhaps to mandate joining a committee or other forms of engagement, such as a minimum number of volunteer hours. There was also some discussion about changes to the pledge card, or surveying the congregation about possible changes. The board discussed the pros and cons, but no motion was made. Some members of the board will research other congregations’ pledging methods. It was also noted that last year’s pledge drive was successful.

Next month’s agenda will include the Pledge Drive, Long Range Planning updates, Greeters, and some news from other committees.

Changes in Sunday morning services about Milestones were discussed, with some members who like not having it every Sunday, and also who like the music-based approach where attendees are invited to speak the names of those they hold dear (though it was discussed that these tend to be more concerns than joys).

It is Tina’s 8th wedding anniversary, and she met Jeff while they were both serving on the Board.

Old Business

100 tickets to the John Shelby Spong event have already been sold, with some sold to Holy Inclusive Family Catholic Church.

The Annual Meeting was initially scheduled for June 5, 2016, but after some discussion with members, it was suggested that it be moved to June 12. Kent made a motion to move the Annual Meeting to June 12, Frank seconded the motion, and with no discussion the motion was approved.

Fantasy Auction tickets are on sale and the planning for the auction is ongoing. Donations are still being sought for food, decorations and auction items.

Meeting adjourned.

Respectfully submitted,
Marissa DeWeese, Board Secretary
Call to Order: Phil Anderson, Board President, 2016

Present: Kim Villanueva, Tina Bennett, Melissa Bernhardt, Martin Woulfe, Ricky Stead, Linda Quigley, Frank Kopecky, Phil Anderson, Marissa DeWeese, Kent Childs

Other(s) present: Tracy Zieber-Minks, Susan Solon

Important Dates:
April 12, 2016 is the April Board Meeting.
May 10, 2016 is the May Board Meeting.
June 12, 2016 is the Annual Meeting.

Consent Agenda:
Approved/Reviewed: February Meeting Minutes (with final edits); Minister’s Report; Membership Coordinator Report (oral); Interim CRE Report.

New Business

- No Pathways sessions are planned in March; there will be some in April.
- Martin will be attending GA.
- A memorial service for Norma Henson will be held on March 26th.
- Sacred Conversations on Race will have a session at ALUUC on March 24th and the second session is planned for April 14th.
- Holy Family Inclusive Catholic Church will be getting its own building by Easter Sunday.
- From Susan Solon, we learned that the Sunday Services have had consistently high attendance (over 100 people), with all the chairs being used. There was some discussion about how chairs need to be spaced better so there aren’t so many “spaces” between people. This includes how very few people sit in the front row, leading to empty seats. Some members are working on a new layout and ushers may need to really encourage people to sit where there are chairs, not create a whole new row.
- It has been decided that Tracy will be kept on as the Interim CRE through the summer. She is currently planning a canned food drive for a special Easter Children’s Worship. She and the RE Committee are also planning for RE teachers to do the Story for All Ages on some Sundays, and an RE recognition service at the end of May. The Senior Youth will be attending a CON the second weekend of April, and there are some members who are interested in being advisors for the coming year. Tracy will be speaking on May 8, and Tabitha Bernhardt will lead the Children’s Worship that day. An OWL recognition service is being planned; we had ten youths complete the program.
- Kent then asked about some ongoing issues with Story for All Ages:
  - it goes on too long sometimes, cutting into RE classes;
  - some speakers are not experienced enough to handle the children;
  - some speakers do not know how to converse with the children;
  - some children have been disruptive.

Tracy, Melissa, and Frank suggested:
it should be kept shorter, and possibly take place earlier in the service;
- guest speakers are “vetted” so that it is known whether they can really do a Story for All Ages;
- some children may need “fidget items” so they do not become disruptive during the service (sitting still can be very hard for some children and adults);
- less story books, and more discussions and demonstrations.

Not every service has a Story for All Ages and the Program Committee does not require speakers to present a Story for All Ages. If you don’t wish to present a Story for All Ages, the program committee will omit it from the Service, or find someone else to present the Story for All Ages for a particular service (e.g., Martha Plog, the SAC). From this discussion, the conclusion is that the Story for All Ages may require more organization and control in the future, but that Story for All Ages is an important feature of the Sunday Service, as it is a stepping stone for regular attendance for UU children, and is recommended by the UUA.

- The Long Range Planning Committee will be coming up with some Provocative Propositions after the Cottage Group sessions have completed later in March.

- A Salary Consultant came earlier in March and there was a discussion about how we as a congregation can do better when it comes to compensation, especially if the ALUUC wishes to be competitive when it comes to the job market. The consultant also discussed the process of determining better compensation, the health insurance gap, and social security, of which we should be paying more. Dianne Roberts will create a spreadsheet that shows recommendations, which will be shared with the LRP Committee, the Finance Committee, and the Board.

- Martin discussed the promotion of ALUUC as a wedding location. We have 6 officiants. There was discussion on advertising the use/rental of the sanctuary and an officiant. The Board asked that we compare the regular rental/use fee to this fee. No other action was taken.

Old Business

- This month’s Financial Report was not produced with PowerChurch, but it should have been. Nancy Kraus, the ALUUC’s accountant, has been transferring financial data to PowerChurch, but has not completed her task yet. Dianne Roberts will be following up on that. There was also a discussion of what the “current liabilities” means – it notes that money is allocated to a certain group within the ALUUC (i.e. Senior Youth). There was a question about what is the “Special Advertising Fund”, but it was not resolved.

- Delinda Chapman is the Chair of the 2016 Pledge Drive for fiscal year 2017 pledges. The pledge process will be more focused on engaging the members, especially in a face-to-face manner, and promoting volunteer opportunities within the church. It will be a more “personal” campaign.

- 160 tickets to the April 9th John Shelby Spong event have already been sold. People will be referred to the Peoria UU Church Spong afternoon event.

- The Fantasy Auction grossed about $10,000 (about $9,000 with expenses). We discussed building maintenance and the need for more storage at ALUUC.

Meeting adjourned.

Respectively submitted,

Marissa DeWeese, Board Secretary
Call to Order: Phil Anderson, Board President, 2016

Present: Kim Villanueva, Posy Robertson, Frank Kopecky, Phil Anderson, Martin Woulfe, Marissa DeWeese, Melissa Bernhardt

Other(s) present: Susan Solon, Tracy Zieber-Minks

Important Dates:
May 10, 2016 is the May Board Meeting.
June 12, 2016 is the Annual Meeting.

Consent Agenda:
Approved/Reviewed: March Meeting Minutes (with final edits); Minister’s Report; Membership Coordinator Report (oral); Interim CRE Report.

New Business

• Debbie Leahy has chosen to step down from the ALUUC Board and Posy Robertson was suggested as a replacement. Frank moved to accept Posy as a Board Director to fill the vacancy left by Debbie Leahy for the remainder of Debbie’s term. Kim seconded the motion, and after discussion, the motion was approved.

• Pathways sessions are planned for April 18th and April 25th, with an extra session planned for April 28th. Frank will attend the one on the 18th.

• The Program Committee is looking ahead to the end of the year when both Christmas Day and New Year’s Day occur on a Sunday. The Committee’s preference is for there to be no service on Christmas Day, but the possibility of a service on New Year’s Day is ok, and not unprecedented in recent ALUUC history. Martin will look to see what other churches are planning. No further actions were made.

• There are Lobby Days planned in April, including one on April 13th.

• The ALUUC is now a member congregation of the Faith Coalition for the Common Good (FCCG), which has yearly dues of $500. Donors have stepped forward, so this year’s dues will be able to be paid in full (until end of 2016). We should budget for future dues.

• Paula Brayden, our upcoming Intern Minister, will be moving to Springfield this weekend (4/16-17), earlier than expected. She has received or will be receiving assistance in moving from ALUUC members and friends. Her family will join her in the coming months.

• We again have had consistently high Sunday attendance, which Susan attributes to Martin not being on sabbatical, an increase of families, and the OWL (Our Whole Lives) program. Debby Hagan is seeking mentors for new members. There is a search for those who would be interested in leading adult RE classes – some members have tentatively stepped forward.
• Tracy will be speaking at the May 8th service and Tabitha Bernhardt will lead children’s worship that day. Additionally, OWL recognition will take place during that service and RE recognition is planned for the May 22nd service. Tracy will be recertified for CPR soon. The recent Senior Youth CON (April 8-10) was very successful, as was the canned food drive in March. Tracy is putting together a Race Relations Awareness curriculum for the 7th-12th graders for the 3 week gap between the end of OWL and the beginning of the summer RE program (May 29 – August 21).

• As of this meeting the following members are planning to attend MidAmerica Regional Assembly in Minneapolis-St. Paul, MN: Diana DeWeese, Kurt DeWeese, and Marissa DeWeese. They are interested in being delegates. Melissa moved that those three members be approved as ALUUC’s delegates to Regional Assembly. Posy seconded the motion, and after discussion the motion was approved. Also as of this meeting, the following people will be attending UUA General Assembly in Columbus, OH: Martin Woulfe, Diana DeWeese, Kurt DeWeese, and Marissa DeWeese. No action on GA delegates was taken at this time.

• EcoCamp has been scheduled for the last week of July (camp on 7/25-29, Saturday Action 7/30, Sunday graduation 7/31). Tracy’s role during EcoCamp (her duties, hours, and compensation) has yet to be finalized, but will soon by the Religious Education (RE) Committee and Tracy.

• There will be a change in the accountant’s position, with Nancy Kraus contracted until June 30, at which time she will help us wrap up the fiscal year’s financials before leaving. The search for a new employee will begin in the coming months.

• The Welcoming Congregation Committee would like the ALUUC to formally expand its definition of being “Welcoming” to include persons who are of racial and/or ethnic minorities, low socioeconomic status, religious or non-religious beliefs, political persuasions, abilities or disabilities (including mental, physical and emotional), in addition to the previously outlined LGBTQ status. This expansion of the definition of “Welcoming” would be in line with the UUA’s definition. This updated definition is already reflected in the opening welcome at our Sunday Services, the Order of Service, and the newsletter opening. Frank moved to approve this new definition of ALUUC being Welcoming, and Melissa seconded the motion. There was some discussion of changing some of the language in the suggested text, but not in a way that changes who we would welcome, just changing the tone to be more embracing. Understanding that there will be changes to the text that do not change the overall statement, a vote was taken, and the motion was approved.

• Phil suggested that the Welcoming Congregation Committee partner with other ALUUC committees and have events (2-3 per year, maybe) that encourage welcoming and community and/or educate members and friends about welcoming issues (e.g. race relations, economic differences, mental health, accessibility).

• Fred Dietz will give a talk on May 1st, at 9:30 am, before the regular service. This will go in the newsletter and announcements, and attendance is encouraged.
Old Business

- Questions about the Financial Report can be asked to either Tina or the Finance Committee, which meets on April 17th, after the service.

- The Pledge Drive has met about 69% of its financial goal as of this meeting. The next actions regarding completing the rest of the goal were discussed. There are still several pledge units who have not pledged, and several members and friends who have never pledged. The Pledge Drive Committee will be discussing shortly their next move, but emphasized the need to keep the Pledge Drive personal with face-to-face, one-on-one discussions. There was also a discussion of the importance of getting multiple members and friends involved, so that they will feel a sense of ownership in the ALUUC. Also, there was a discussion of including the contribution/pledge envelopes in the Order of Service, and explaining how they work regarding weekly collections in the announcements or the newsletter.

- The John Shelby Spong event was well-attended, with over 250 people attending at both the Springfield and Peoria locations. We are looking at the possibility of having similar speaking events in the future.

Meeting adjourned.

Respectively submitted,

Marissa DeWeese, Board Secretary
Call to Order: Phil Anderson, Board President, 2016

Present: Kent Childs, Tina Bennett, Linda Quigley, Ricky Stead, Martin Woulfe, Posy Robertson, Phil Anderson, Melissa Bernhardt, Kim Villanueva, Marissa DeWeese, Frank Kopecky

Other(s) present: Kurt DeWeese

Important Dates:
May 22, 2016 is a Board Meeting with the Finance Committee attending.
June 12, 2016 is the Annual Meeting.
June 14, 2016 is the June Board Meeting.

Consent Agenda:
Approved/Reviewed: April Meeting Minutes; Minister’s Report; Membership Coordinator Report; Interim CRE Report.

New Business

• We had very high attendance at the Sunday Services for April 3 (Innocence Project, with Larry Golden) and April 10 (“After Spong”, by Martin Woulfe).

• Tracy let the Board know (via her report) that after the school year has ended, Tom Vaught and Laura Vaught will be stepping down as Senior Youth Advisors. New youth advisors will be sought. EcoCamp registration will begin shortly.

• From the Financials, note that the John Shelby Spong event is listed as a “Fundraiser”, and that the new lights and door openers are listed under “Special Projects”. It was discussed that eventually these costs should be under a “Maintenance” line. There will be spending in the Aesthetics Committee line for new tables, chairs and carts. There was further discussion about the need to separate Maintenance costs from Building Supplies, something that will be addressed in the upcoming budget. There was also discussion about what is the appraised value of our building and land (which is listed in the Financials). We have not reappraised the property in many years. Either the Finance Committee or Kent will look into what would be involved in a reappraisal.

• Buff Carmichael has agreed to teach A Course in Miracles for Adult RE in the Fall, and as such, we should add it the RE curricula so that it will be an official ALUUC course, with all of the rights (no fee, building use, free promotion). Kent made a motion to add A Course in Miracles to the Religious Education curricula, Melissa seconded the motion, and seeing that there was no discussion, the motion was approved.

• Amanda Moriconi and Ricky Stead have completed the necessary training to become certified ALUUC wedding officiants according to Martin. Kent made a motion to approve Amanda Moriconi and Ricky Stead as wedding officiants, Linda seconded the motion, and seeing that there was no discussion, the motion was approved. One more person is still being trained currently – Delinda Chapman.

• Larry Golden, Dianne Roberts, Martin Woulfe, and Meg Evans Lazare submitted a report describing what they learned at the 2.5 day Crossroads Workshop, “Understanding and Analyzing Systemic
Racism” that took place in March, 2016. In it they list their goals that the ALUUC could work on with regards to its antiracism work in the community, both small and large. The Board greatly appreciated the report.

- The ALUUC Budget for Fiscal Year 2017 with accompanying Narrative, as presented by Kurt DeWeese, Finance Committee Chair:

  - The Finance Committee met at the beginning of May to finalize the Budget so that the Board could see it and provide feedback. The Finance Committee will meet again on May 22, for approval of a Final Budget to be approved by the Board and be ready by May 27, which is the deadline for adding items to the Annual Meeting Agenda.

  - The FY17 Budget includes 3% pay increases for staff (Office Administrator, Membership Coordinator, Child Care Worker, and Music Director). Not included at this time: the DRE and Accountant positions, which will be officially vacant at the beginning of FY17, and whose job descriptions and pay levels may be subject to change. The Board asked about the cost of a 5% pay increase for those staff positions rather than 3%. After looking at the difference between 3% and 5%, the Board discussed the formal change to 5% pay increases.

  - The Minister’s compensation package has been increased by $7500 to a total of $10,000 to cover the cost of family health insurance coverage.

  - The Fellowship line item has been increased to include actual costs that are mostly for food items (e.g., potlucks and game nights) often paid for by donations or from other budget line items (e.g., facility supplies).

  - The line item for the Ministerial Intern reflects what has been committed by the UUA, the ALUUC’s Intern Fund, and other miscellaneous grants. Further donations can be made, and this item may fluctuate from year-to-year, depending on various grants, scholarships, and donations.

  - Utilities costs were down last year due to the mild winter (despite an increase in propane prices). It has been adjusted slightly.

  - Our Office Manager, Cheryl Wycoff, will be receiving a pay increase, along with 2 weeks of paid vacation.

  - There was discussion about how, in the future, there will need to be a change from hourly positions to salaried positions, especially since many part-time staff do work more hours than they are compensated for. Since their positions are contractual, they are paid for only so many hours per week.

  - The Program Committee line has increased so that our rates for speakers and musicians will be more competitive. Other committee requests have been included.

  - Unknown future costs include various upgrades to the facility and technology.

  - The proposed Pledge Budget is discounted 3%. After much discussion, the Board proposed that it should be changed to 4%, since the Pledge Drive is almost complete.
ALUUC Board Meeting Minutes
May 10, 2016

- Posy made a motion that the Finance Committee should make two changes to the FY17 Budget – discount the pledged budget by 4% and change the pay increases for part-time staff to 5%. Melissa seconded the motion and it was approved after some discussion.
- The Board will join the Finance Committee at their May 22 meeting, making it a special Board meeting, where the changes to the Budget will be voted on, along with any other new agenda items.

Old Business

- The search for a new accountant for FY17 will begin soon, with Victoria Vincent and Dianne Roberts of the Personnel Committee leading the search.

Meeting adjourned.

Respectively submitted,
Marissa DeWeese, Board Secretary
Call to Order: Phil Anderson, Board President, 2016

Present: Linda Quigley, Kent Childs, Marissa DeWeese, Phil Anderson, Frank Kopecky, Kim Villanueva, Tina Bennett, Posy Robertson, Melissa Bernhardt

Other(s) present: Kurt DeWeese, Alan Escobar, David Whitworth, and Dianne Roberts.

Important Dates:
June 12, 2016 is the Annual Meeting.
June 14, 2016 is the June Board Meeting.

New Business

- The ALUUC Budget for Fiscal Year 2017 has been changed following the recommendations from the Board at the May 10 Monthly Board meeting. Currently, that makes the estimated pledge revenue to be $205,400. There was some discussion about what this budget includes and what it does not include (unknown expenses). Kent made a motion to approve this budget for the Annual Meeting Agenda and for posting. Tina seconded the motion, and the motion was approved.

- Diana, Kurt, and Marissa DeWeese will be attending UUA General Assembly 2016 in Columbus, Ohio in late June, and are interested in being ALUUC’s delegates. Frank made a motion to approve Kurt, Diana and Marissa DeWeese as ALUUC’s delegates to UUA GA 2016, Posy seconded the motions, and the motion was approved.

Meeting adjourned

Respectively submitted,
Marissa DeWeese, Board Secretary
APPROVED Minutes

Call to Order: Phil Anderson, Board President, 2016

Present: Phil Anderson, Frank Kopecky, Posy Robertson, Tina Bennett, Kim Villanueva, Ricky Stead, Martin Woulfe, Marissa DeWeese

Important Dates:
July 12, 2016 is the July Board Meeting.
August 20 is the Board Retreat.
August 21 is the ALUUC Ice Cream Social (after the service).
August 28 is the Committee Council Meeting.

Consent Agenda:
Approved/Reviewed: May Meeting Minutes; May Special Meeting Minutes; 2016 Annual Congregational Meeting Minutes - Draft; Minister’s Report; Membership Coordinator Report; Interim CRE Report.

New Business

- Tina made a motion to approve the May Monthly meeting minutes (both sets), Posy seconded the motion, and they were approved.

- Kim made a motion to approve the Draft Annual Meeting minutes for posting, which will then be approved at next year’s Annual Meeting. Ricky seconded the motion, and the motion was approved.

- Martin is helping to coordinate the Orlando Memorial event at the Phoenix Center on Wednesday, June 15 at 6pm. During his vacation/Ministry days during late June, parts of July and August, he has asked neighboring ministers to be informally “on-call” for some pastoral care duties.

- Paula Brayden and her family have moved to Springfield. Her internship starts August 15, and her Learning and Service agreement is still being finalized. Martin will email the Board Members previous Learning and Service Agreements so they know what to expect. Her internship committee should be formed soon (before she formally starts).

- Susan Solon will be resigning her position as Membership Coordinator at the end of June 2016. The Board gave their gratitude and appreciation for her several years of service, and recognized that service attendance has increased. Susan will help with training her successor.

- From the Financials, please note:
  - The Membership Committee fund still has some money left that should be used before the end of the fiscal year.
  - Cheryl was backdated some compensation for previously unpaid vacation weeks during FY-16.
  - Martin should make sure that he is reimbursed for expenses that are considered professional expenses.

- The Welcoming Congregation Committee has almost completed all the necessary requirements that will allow the ALUUC to be recertified as a Welcoming Congregation. All that remains is the proof that the Congregation voted affirmative to renew their status at this year’s Congregational Meeting.
• The Long Range Planning Committee will be meeting later this week to discuss what the next steps in the process should be for provocative propositions. They wish to get some input from Committee Chairs before the fall – as such, the Committee Council will be meeting August 28\textsuperscript{th} after the services. There was much discussion about what the timeline should be, but that decision will have to wait until there is feedback from the Long Range Planning Committee.

• The Board Retreat has been scheduled for August 20\textsuperscript{th} at Frank Kopecky’s home. A facilitator will be sought for the meeting, possibly compensated.

• A fundraiser is being planned to help cover the medical care expenses for Chris Spinner’s granddaughter (Chris Spinner and his family are long-time friends of the ALUUC), and there has been a request to waive the rental fee. Posy made a motion to waive the rental fee for this fundraiser, Marissa seconded the motion and the motion was approved.

• There will be three open positions in the second half of 2016: the Accountant position (opening in July); the Membership Coordinator position (opening in July); and the Coordinator of Religious Education (opening in the Fall). There was much discussion about:
  
  • What should be the top priorities in filling these positions? It was determined that the CRE position is a higher priority than the Membership Coordinator’s position.

  • Who is responsible for filling these positions? The Board is deferring to the current Personnel Committee, certain Board members and Board officers, and the Minister on the matters of filling the CRE and Membership Coordinator positions. Discussions will be ongoing in the coming weeks.

  The Accountant’s position will be by contract and thus a matter for the Treasurer and her committee to work on filling. It is its own separate priority from the other two positions.

  • What should the duties for those positions be? There was some discussion of breaking out certain duties from the Membership Coordinator position, so that the more administrative parts will be separate from the Sunday greeting/front-of-house parts.

  • What should the compensation and hours be? This is to be determined, and may depend on applicant credentials and experience.

  Phil wishes to use the reality of these vacancies to drum up some more volunteers, especially for the Summer.

Old Business

• None

Meeting adjourned.

Respectively submitted,

Marissa DeWeese, Board Secretary