

5:30-7:14 PM
Final - Board Meeting Minutes– Virtual

2nd Monday Link:

<https://us02web.zoom.us/j/88408116187?pwd=MmcweDNtd1JTtk5uc2svWWhwa2U4QT09>

August Chalice Lighting – Craig

Present = x

Excused = blank

Participants				
<input checked="" type="checkbox"/>	Sara - Chair	<input checked="" type="checkbox"/>	Molly - DLRE	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Dell– Vice Chair	<input type="checkbox"/>		<input type="checkbox"/>
<input checked="" type="checkbox"/>	Steve - Treasurer	<input type="checkbox"/>		<input type="checkbox"/>
<input checked="" type="checkbox"/>	Hannah- Secretary	<input type="checkbox"/>		<input type="checkbox"/>
<input checked="" type="checkbox"/>	Lynn Cardiff – Past Chair	<input type="checkbox"/>		<input type="checkbox"/>
<input checked="" type="checkbox"/>	Ben - Director	<input type="checkbox"/>		<input type="checkbox"/>
<input checked="" type="checkbox"/>	Craig - Director	<input type="checkbox"/>		<input type="checkbox"/>
<input type="checkbox"/>	Chris F. - Director	<input type="checkbox"/>		<input type="checkbox"/>
<input checked="" type="checkbox"/>	Teresa - Director	<input type="checkbox"/>		<input type="checkbox"/>
<input checked="" type="checkbox"/>	Tracy - Director	<input type="checkbox"/>		<input type="checkbox"/>

Potential Agenda Items for Board Meeting		
General Topic (w/ Presenter)	Agenda Item Detail	Decision / Discussion
Board Action		
Reports	<ol style="list-style-type: none"> 1. Treasurer: 2. Team: 3. Music: 4. Facilities: Sparkle and Cleanhad double the attendance over the Covid period. Worked on the Sanctuary, Foyer and Kitchen. New this year was cleaning of 4 bathrooms. Outsides windows were washed also. Will be looking at RE at a later date. Repair of wall in Hanneman Hall; will wait until after rain arrives to verify the leak is fixed. Getting 	<ol style="list-style-type: none"> 1. Steve reports that we are doing well; expenses are down since we don't have a minister currently. The Vanguard account is doing well but follows the ups and downs of the stock market. There is no information for August because there has been a delay in getting some receipts. Several corrections will be

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		<p>needed for the figures around the Maintenance and Worship Team.</p> <p>2. LRE has identified a volunteer, James, who may be interested in working to build up the youth group; he one of the new parents. Attendance has been good over the summer. Molly is volunteering at Punks in the Park (a group for homeless youth) where she is able to explain about Unitarian Universalist and the UUUCS. LRE will also be attending Salem Pride and have a face painting booth. All are encouraged to attend. Parents Night Out continues to be a great monthly fund raiser; new families attend and learn about UUUCS at these events as well. Thank you, Molly!</p> <p>3. No report from the Music Team.</p> <p>4. Sparkle and Clean had double the attendance compared to before the Covid period. In addition to working on the Sanctuary, Foyer and Kitchen, 4 bathrooms, hallways and outside windows could be washed. Will be looking at the RE area at a later date as use for the space has not yet been determined. Repair of</p>

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		<p>the wall in Hahneman Hall may wait until after rainy weather arrives in order to verify that the roof leak that caused the damage is successfully fixed. The team is getting bids to redo the main bathroom floors; the Hahneman Hall restroom floor has already been redone. A member of the landscape team will redo the sprinkler system; the twice monthly work parties continue.</p> <p>Motion: To approve reports as given, including corrections that are forthcoming. 1st: Lynn moved to approve the reports. 2nd: Teresa seconded the request. Vote: Approved unanimously.</p>
<p>Resolution regarding retirement plan</p>	<p>Why is the UU Org Retirement Plan being restated for 2025 and what is the summary of changes? We're updating our Plan document to comply with recent changes in the law, to make the Plan easier to administer, and to improve equity. The UU Organizations Retirement Plan (UUORP), sponsored by the UUA, is updating its Plan Document which was last restated in 2014. The newly restated Plan will be implemented January 1, 2025, pending approval by the UUA Board on August 12, 2024. This restatement is necessary to comply with</p>	<p>Steve expresses concern that the new retirement contributions are to be made based on adding housing allowance, which is a benefit and not taxable income. Steve is working on reviewing the relevant new IRS regulations. Steve will need more time to research and get the information to the Board at the October Board Meeting on 10/14/2024. Del is suggesting that the decision around the retirements plan be postponed to the next month. The board needs to do a</p>

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	<p>recent federal laws. It will also make the Plan easier to administer by our 600+ participating employers and incorporate changes designed for greater equity.</p> <p>UUA recommended timeline: To make sure that all steps are completed in time for a January 1, 2025 implementation, we recommend the following timing:</p> <ul style="list-style-type: none"> • August/September - Place the restated Plan Document adoption on the agenda for your next Board meeting • • By or before October 31 - Submit the new Employer Participation Agreement elections form and current list of employees so there will be plenty of time to review and process all documents before the end of the year. <p>Action item: make a resolution. See packet for example.</p>	<p>resolution every year to approve the minister's housing allowance. The Transition Team is requesting that Steve attend the meeting with Monica to be held after the service on 10/13/2024.</p> <p>Motion: none at this time 1st: 2nd: Vote:</p>
<p>Social Justice Issue - Sara</p>	<p>Joan S. brought this to our attention via UUCS office: Salem peace lecture came and asked for a donation again this year. The topic is "Strengthening Democracy through Nonviolent Dialogue" Speaker: Roxy Manning PhD with decades of service to her work in nonviolent communications and social change. She has worked across the US consulting and holding workshops with businesses, nonprofits and government organizations. She has done consulting work in Sri Lanka, Japan, The Netherlands and Thailand. Last year we donated \$250.00 through Social Justice Team. Now there is no true Social Justice Team, however the Chair – John</p>	

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	<p>P., could donate this year out of the Social Justice non budgeted funds.</p> <p>Action: should we recommend to John P. as head of the Social Justice Team to make a similar \$250.00 donation from their off-budget fund? They have over \$1000.00</p> <p>Hannah will notify both John P. and Joan S. of the Board's vote.</p>	<p>Motion: that the Board offers for John Prohodsky of the Social Justice Team to support the Salem Peace Lecture with a \$250 donation, if he chooses.</p> <p>1st: Ben moves to accept the motion.</p> <p>2nd: Tracy seconds the motion</p> <p>Vote: Motion passed unanimously.</p>
UPDATES		
Items from Board Forum: Sara	<p>August Forum – no one showed.</p> <p>September - showing a video from Monica and answer questions about Contract Ministers</p> <p>October – the group that organizes our Family Promise weeks is willing to come to the October forum.</p>	
Items from Board Retreat: Sara	<p>August Retreat/Special Meeting – Bylaws</p> <p>September and October will also be Bylaws</p> <p>November will be Stephanie J and Safer Congregations.</p>	
Transition Group: Sara/Dell	<p>Reviewing types of minister. Contract, interim, settled. Meet with Monica on 10/13. The transition group is getting prepared for what direction we want to go. Recommend not rushing process to choose a permanent minister.</p>	
INFORMATION		
Sara/Lynn	<p>Contractor who had worked on neighbors property for Kaleidoscope may be attempting to incorrectly put a lien on UUUS. An attorney is working to encourage the contractor to follow through. We are waiting to see if the</p>	

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	contractor follows through as this will impact whether UUCS needs to do anything in response.	
Sara/Craig	Office covered on Wednesday via volunteers. Craig is now mailing Newsletters, as Elsa can no longer drive. Announcement of Event Coordinator Volunteer position being created but some clarification may be needed on the responsibilities for this position. CHR is updating the personnel manual and will submit their work to the Board. Craig is working with regional leadership around how to implement leadership development.	
Attendance Tracker: Sara	Attendance in person for August: 8/4/24 - 81 8/11/24 - 73 8/18/24 – 72 8/25/24 - 77 Attendance live-stream for August (as of 9/5/24) 8/4/24 – 56 8/11/24 -52 8/18/24 - 43 8/25/24 - 36	In-person averaging 76 people, live stream averaging 47, for a total average of 123. Similar to last month, more than August 2023, but less than August 2022.
Other Board Meeting Agenda Items to add		
Thank you.		
Consent Agenda	1. Approving August Board Minutes.	Motion: To approve August Board Minutes as written.

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	2. Emergency Vote Required for use of Minister Discretionary Fund– Conducted by Email on 8/15/24.	<p>1st: Dell moves to approve the August Board Minutes as written.</p> <p>2nd: Steve Vote: passed unanimously</p> <p>Motion: To approve August Emergency Vote Board Minutes as written.</p> <p>1st: Ben moves to approve 2nd: Steve Vote: Passes unanimously</p>

Assignments and Upcoming Events			
Complete	Action Items	Due Date	Assignee
<input type="checkbox"/>	September Chalice Lighting and Centering thoughts	9/9/24	Craig
<input type="checkbox"/>	October Chalice Lighting and Centering Thoughts	10/14/24	Lynn
<input type="checkbox"/>	Board Forum – Video of Monica	9/15/24	After Service 12:00
<input type="checkbox"/>	Board Retreat	9/23/24	In person - 5:30
<input type="checkbox"/>	Executive Committee	10/7/24	Zoom -5:30
<input type="checkbox"/>	Next Board Meeting	10/14/24	Zoom -5:30
<input type="checkbox"/>			
<input type="checkbox"/>			