

KEWEENAW UNITARIAN UNIVERSALIST FELLOWSHIP

BOARD MEETING

March 17 12:30

KUUF Office

AGENDA

Preamble

1. Chalice lighting
2. Agenda addenda/changes-No changes this month

Fiduciary and Regular Business

Consensus agenda:

1. **Meeting Minutes for KUUF Board meeting Feb 18, 2024** Melissa moves to accept meeting minutes as corrected. Lora seconds. 9 approved.

2. Treasurer's Report

Balance Sheet by Class- All bank balances as of today are available. Non pledge numbers are ahead of budget. Pledges a little behind. Everyone has paid up for the fundraiser. We have received approximately \$3,000. The exact numbers will show up on next month's budget. Expenses in general are under budget. Request for Harriet to send out reminders for pledges. Elen requests a motion to accept. Jane moves to accept. John supports. 9 approve.

Strategic Work

1. **Proposed Budget/Canvass** (Cindy and Lora) Board reviewed the budget provided by the Finance Committee.

- The proposed budget includes built in anticipated costs for running the building and removed costs for rental bills.
- There is a built-in cushion of monthly utilities based on winter costs. Because the plan is to cover the full year based on winter utilities costs, it is expected we will have extra from utilities expenses.
- Personnel committee feels budgeted numbers are competitive for employment in our area.
- Cindy(treasurer) -Overview of the budget. Now that we have a building, we need to plan ahead. We have used cash carry-over for allocation to canvass. Now we will be using that cash carry-over for unexpected expenses like potential roof replacement or other items. Cindy recommends cash reserves should only be considered for big unexpected items.

- Lora-returning the topic to the canvass. Finance Committee's budget suggested \$91,000. Are people comfortable with that?
- Melissa-insight-The suggested \$91,000 is expected because the cost of living increases.

Board approves goal of \$91,000 for Canvass.

Relevant discussion regarding staffing changes that occurred during planning for Canvass.

- Horst asked a scheduling question. When will we have a committee to find a contract minister? Horst goes on to suggest that we coordinate scheduling services with the Worship Committee for the last 4 months of the year.
- Elen-We will leave the meeting today with a plan for a group of people who will be actively working to find Stacy's replacement.
- Stacy's guidance- UUA offers a transition information page that addresses some issues that KUUF will be considering. There is a new expected living wage based on costs in our area. There is a Geo index for location and considering the size of congregation. This will help us be competitive with UUA when searching for a new quarter time minister.
- Elen discussed the ministerial search process. KUUF will not be able to see the full list of individuals searching for contract ministry until we provide a job posting to UUA. We will need to post that we are looking for someone to be able to fully access information.
- April is when all settled ministers will be searching. It is a vulnerable(?) process. Lots of movement that will happen in the next month. By May we need a posting to capture the attention of part time ministers. The board does not plan to have the full settled minister search in the upcoming year.
- Horst suggests that we consider a fortuitous ministry where a minister comes forth unexpectedly as has happened in the past. In addition we have potential part time or settled ministers applying for our position.
- Stacy offers an extension of understanding. KUUF was previously searching for a settled minister during the worst time, post-COVID. Potential ministers were on sabbatical. They are now rested. There will be more potential ministers searching for congregations. The ministerial ordination process has been streamlined. It is becoming more of a pathway. Stacy advises KUUF to emphasize that we have water resources and a climate friendly location.
- Elen- We are not looking for a settled minister for the next fiscal year. By this time next year, we may be looking differently.
- Discussed how to plan for filling the quarter time minister position. KUUF is in need of a fill-the-gap group. Addressed later in the meeting.

3. Budget for the new KUUF building

- Cindy- Budget represents actual expenditures as of yesterday 3.16.2024. The Air-Care (contractor) bill arrived and included costs for the electrical contractor, gas heaters and air exchangers.
- Discussion of what is paid out of Bridge St bank account.
- Question asked-when will we start paying utilities out of operations account vs bridge st account? Current expenses for utilities were discussed. There is a balance in the

building budget. We didn't plan utilities. Cindy is looking for a solution working with a donor to cover the utilities costs before we move in fully to the new building.

- Building remodel crew shares that what is in the account, needs to be spent on the remodel. There is a \$9,500 cushion in the budget that is being considered for higher quality carpet.
- During PHASE 2 we can discuss other needs for the building.
- Property taxes were paid at closing. There will be no expected property taxes. Filed for approval to exemption from the City of Houghton. We are waiting for documents from them.

Thank you Cindy for your numbers work.

3. **Unexpected Opportunities** group is needing to go back to work.

- How, when and if we ask for more funding for the building can be addressed by the UO Committee.
- When will we be in Phase 2?
- Melissa-We are close to knowing what we need for the building
- Conversation tabled till next board meeting (April).

3. **604 Bridge updates** (Lora/John/Melissa) Shared through the digest and on the website.

- All going really well. Gratitude for volunteers.

4. **Minister's Report** - (Stacy)

- Potlucks with Stacy hosted at Heidi's There is a small group. Heidi is hosting the event and providing invitations. Stacy is in support of the process. If there is a congregation member who would benefit from joining a potluck at Heidi's house, please let Stacy know so they can be invited. There will not be one in April.
- Get to know UU meeting is being offered to orient new visitors and their friends to what KUUF can be. Membership Committee will facilitate the process after the get to know UU meeting.

5. **Ministerial Services planning** for months after Stacy leaves will be called Fill the GAP.

- This team will go on the UUA website and will create a posting.
- Sharon Levine requests joining the group. Lora volunteers. Elen, also. One more person at-large from the congregation will be needed. Janneen has some interests but is only conditionally available.
- In the next digest there will be a request to gather more individuals interested in joining the Fill the Gap committee. Exploring all opportunities.
- Stacy invites us to speak our minds when we are in the process while she is in the room. Stacy plans to be fully present for the full time that she is with KUUF. She plans to leave with a strong relationship.

6. **Annual Meeting** date/details- Date chosen June 2, 12:30 at BHK after the potluck.

- This year must be in person June 2nd. Stacy will not be here that Sunday as her schedule is different than a normal month.
- There will be an opportunity to attend by zoom.
- Tech team recommends hiring Juxta to do the tech. Elen will talk with them.
- The May board meeting will be (May 12). It is a Forum day. Canvass will be done. Meeting on the Forum Sunday will give the board sufficient time to plan any additional needs for the Annual Meeting.
- April 21st will be April's board meeting.

7. **Giving Development Committee**-Invitation needs to be added to the digest.

8. **Horst- UU the Vote**-email sent out.

- They are wanting UU's to set up their own committees.
- We have a comprehensive network. Voters not politicians, MUUSJN can be invited if we have a need. League of Women voters is active in our area and congregation, County Clerk Jennifer Kelly is pro voter, is vigilant and can be counted on. Local townships to be volunteers for voting. Democratic parties can be looked into with their democratic process.
- There are lots of concerns about democracy at the crossroads with the next election.
- Horst wants to make the Board aware. This has been brought up with the SJMCommittee. What can we do to make elections safe and fair on State and Country levels?
- The last presidential election was during covid. KUUF celebrated voting with a photo collage. Discussion.
- How can we effectively get people to the polls? (Elen) Board asks the Justice Committee to be aware to find resources. And help make people aware of the resources that are available to them.
- Stacy shares that she has a sermon that may be appropriate. More work to come.

9. **Slack**- Selective space to be used after service for communication. Invitation will go out in the digest. It is an experiment.

10. Next Board meeting April 21st., task review, check-out Stacy closes out with chalice extinguishing.