**Marquette Unitarian Universalist Congregation**

**Board of Trustees**

**Minutes for March 13, 2015**

Call to Order: 12:30 pm.

BOT Attendance: Dea Kowalczyk, President ; Dharmini Robertson, Vice President ; Anne Stark, Secretary ; Chris Wagner Trustee ; Mike Erdmann Trustee.

Absent:

Other Attendance: Heidi Gould, Administrative Assistant.

Opening words:

Open Forum:

1. Mike has been in conversation a member who could make a (?)
2. Chris Wagner, can we cross promote with other UP UU congregations.
3. Dharmini and Jon are covering a radio flight and see how it goes before collaborating with other UU
4. Gathering of Committees - Heidi held Forum with the idea that we just have a big mega committee meeting. Feedback was favorable, up to the board to schedule it. Also talked a bit about which would be more beneficial was a choice between a meeting house in Marquette OR a Minister. Suggested that the mega meeting include the checklist for membership growth.

**I Approval of Minutes**

A. February minutes Anne moved, Dea seconded, approved unanimously.

**II Approval of Agenda** Dharmini moved, Chris Seconded, approved unanimously

**III. Treasurer Report** Summary of receipts and expenditures along with committee expenditures through the end of February.

**IV. Religious Education Coordinator Report**: - stil looking for somebody. Ads are going out. Looking for volunteers to help cover Sundays in April. Tell Sarah Johnson if you want to help.

**V. Committee Communication as Needed:**

A. Religious Exploration – Sarah Johson and Dharmini are working on a handbook for

the new RE coordinator when they get hired.

B. Community Development

C. Sunday Service meeting Sunday march 27. Still lots of gaps starting in May

D. Social Action

E. Music having a hard time getting everybody together to practice. The congregation

has seemed to be enjoying Kerry and Dylon. Working or budget as appropriate.

F. Stewardship Working on pledge drive. We’ve recived about half of our pledges as

compared to last year

G. Facility Had a work bee in February with 6 or so people attending. Next time we have

a “honey do” list running on the back of the door in the utility closet. Next one will be March 27th.

H. Communication Team RE ad is in Health and Happiness, MI Works talent bank,

Mining Journal, general ad in Marquette Monthly with info on RE position.

Concerts are in master and event calendars

I .Adult Enrichment

J. Green Team

K. Finance

**V. Old Business**

1. Employee evaluation done last month. Went well, 9.5 out of 10, Heidi’s staying with us. Suggested that we add Heidi’s raises as a line item to next year’s budget. Heidi said she enjoyed her time with Dea, but would like more structure in the actual evaluation. Asked Heidi to step out so we could discuss her raise for the year. Unanimously chose to give Heidi a $1 per hour raise to $14 per hour. Past raises have been $0.25 twice before. This works out to be 7.6% raise.
2. Decision tree (order of operations) – Heidi has in process.
3. RA Assistance & GA Scholarship and Delegates. Delegates are Barb Michaels and gg Gordon. The $750 scholarship goes to Heidi Gould for GA. For RA, Heidi and Barb are attending together and will share all the costs of Regional Assembly together.
4. Ministerial Search Check List Plus Checklist for membership growth.
   1. Have fund for two year’s salary ($101,400)
   2. Have fund for search expenses ($20,000)
   3. Membership needs to get to 150 members
   4. Suggested times for conducting review Nov. 1 and May 15
   5. BOT members assigned to conduct review or delegate who will at the beginning of the BOT term.
   6. Right now we have almost $30,000 in vision fund.
   7. BOT Has to accept one-time donations dedicated to a specific expenditure
   8. Need to address this financial need with extra donations and fundraisers asking for donations specifically set aside for minister fund.
   9. When the membership and other list items are accomplished, congregation can vote to release the Vision fund monies for search.
   10. Mike (Or designated board member) will keep an eye on real estate opportunities in Marquette.
5. Open House Sunday gg suggested an open house for just the neighborhood vs. a big open house where we invite the whole community. Wednesday, September 14, 5-8 spaghetti dinner or burgers on the grill. Have opportunity to advertise in Health & Happiness magazines.
6. BOT Accomplishments working Need to push the business cards to hand out whenever it comes up what church do you attend. Dea came up with idea to put a sticker over the address box on old UU
7. Nominating Committee Members Dharmini is talking to Nancy Sullivan, Who else should we suggest? Nancy could serve again if having back-to-back terms not a problem. Mike White or Mili Might be good. It looks like three openings.
8. Congregational Meeting May 22 – Food, Childcare? Agenda? gg will be responsible for food. Will ask Jamie Kuehnl if she’d be willing to be the childcare
   1. Accomplishments, (Worker bees room at the inn, JJ Packs, Women’s center, Marquette ordinance, RE committee covered AND manual getting written, Improvements in music over the year, Gathering of committees, open house);
   2. Ministerial process,
   3. Treasurer Report/Budget proposal;
   4. Change By laws
   5. presentation of nominees/BOT election
9. Gathering of the Committees Monday, April 4, 5:30 pm. POTLUCK

**VI. New Business**

Next Meeting: Sunday, April 10, 2016.

Budget formulation meeting with gg Incorporated with May 8 budget meeting.

Adjournment at: 2:39 p.m.