Countryside Church UU  
Board of Trustees Meeting Minutes  
September 19, 2018

President Christine Organ called the meeting to order at 7:14 p.m.

Marcus White shared the opening reading (selected excerpts from the Declaration of Independence) and board members recited the BOT covenant.

**Attendance:**
- Maryanne O’Dowd
- Joy Simon
- Karen Epps
- George Motto
- Kristin Huston
- Jeannie Michalec
- Kathryn Hillyer
- Christine Organ
- Rev. Hilary Krivchenia

**Absent:**
- duRee Bryant

**Consent Agenda:**
1. August BOT Meeting Minutes
2. August Financials

Maryanne moved to accept the consent agenda (August financials and August board minutes) Joy seconded. The motion carried unanimously.

**Updates from Board Committees:**

**Executive Team:**

The Executive Team met last week and talked about the logistics of the potluck and the mortgage plan, which will be addressed later in the meeting. They also talked about the North Property and there is still a need for a North Property contact person. This would be someone the tenants could call as needed (to get permission to call a plumber, if needed, etc.). Christine is asking for suggestions of names. This has been one of the things a variety of people, as well as Laurie, have been handling. George suggested developing a job description for this. Christine will work with Laurie to develop a job description. Debbie Lee has agreed to be a backup, but she is out of town a lot.

**Ministry Council Updates:**

Ministry Fair is this weekend.

**Finance:**

Marcus reviewed the financial statements. We are $33,000 ahead for the months of July and August combined. People are donating their current year
contributions early. We’ve also received $10,000 of last year’s pledges that are being paid in this fiscal year. Expenses are $3000 below budget.

Foundations/Operations:

Kristin contacted Faith in Place (again) and was told to contact Dan Huntsha about the energy audit.

Personnel:

Joy discussed the preliminary health care options and cost for our staff. The recommendation is for the UUA Bronze Plan. Jeanie said she is on that plan and we might want to get more information about it. Christine said as it stands now we give employees a stipend and don’t offer a plan. Many people think we should be offering our staff health benefits. She said we can’t financially sustain one of the top plans and need to start somewhere. This is the suggestion for our start—the UUAA Bronze Plan.

All full time employees would be eligible to receive healthcare. This would be three full time employees. We would offer to cover their cost at 80%. Those that are less than full time would also be eligible to be part of the plan, but they would have to pay the cost themselves. If all eligible employees enrolled, the total cost to CCUU would be $22,626. This is 7.55% increase over current budget [*see question below from Marcus about accuracy of this number]. Karen pointed out that staff currently receive a stipend for healthcare they purchase themselves. Would this new plan mean we would take the stipend back? Maryanne asked if we are figuring in the stipend in deciding where mid-range is, the answer is no.

Christine asked if we are committed to providing health care to our staff. We need to have this in place (or not) before posting the DLRE position. Are we a fair compensation church or not? She also pointed out that this amount has to accrue year to year. Maryanne asked if we are being asked to decide on moving forward on the Bronze Plan. Christine said we are being asked by Personnel to do two things: approve the DLRE job description; and to approve the Bronze Plan coverage eligibility for all employees.

Marcus asked about the numbers and how they were determined. George asked if we can afford to offer this plan. Christine said there is room in the budget to make adjustments, for example, put UUA dues on the reinstatement list and use those funds for insurance, if needed. Maryanne pointed out that if we commit to this now we are committing to offering health insurance to all the staff. Some of the cost may have to be budgeted in this year’s budget.

Hilary pointed out that congregations are seldom prepared for “what if?” Unexpected events may arise to change the health insurance scenario. There’s a certain amount of not being able to predict family events.

Christine said we need to decide tonight if we want to commit to this. George asked if we can wait a month to get better figures. *Marcus questioned the cost of the plan and the accuracy of the numbers. Hilary said it sounds like Personnel needs to do some more research along with the Search Committee. Kristin pointed out that we have too many questions to be able to vote.

Christine said we will table it to the next month. We will get questions answered for the next meeting. Christine will let the Search Committee know they will have
to hold off on releasing the job description until after the next Board of Trustees meeting. Christine will email Linda Berry that there were questions and either she or Marcus will send them to her to review and answer.
Special Task Forces/Teams:

Governance Process/Policies:
No report.

Safety:
No report

CCWC:
No report

North Property:
See Executive Team report above.

“Paving the Way” (Mortgage Drive):
See #2 below.

Ongoing Business:

1. Board-coordinated potluck – Oct. 7
   We need more people for set-up than for clean-up. The Board will bring desserts. We should also have some extra food. Maryanne suggested Eurofresh and will look into getting additional food from them. Jeanie suggested someone bring Ziploc bags for leftovers.

2. Mortgage refinancing/paydown campaign
   Maryanne reported the committee met and developed a plan. This week the small group will be contacting the high-potential donors. There is a key message document so everyone has the same message. We will begin to ask the general congregation on October 7. The Board will also have indicated how much they will donate, which will be included in the message. We are not doing a campaign, but there is a theme “Paving the Way for Our Future.” We want to honor and recognize people who contribute. We’ll have little stones (like river rock) that everyone who donates will write one word that Countryside means to them. They’ll all be collected and put into a paver in the garden. Maryanne said we’ll have a table set up with forms if people want to donate on the spot, and every week. Perhaps the BOT member making announcements that week could sit at the table after service that Sunday.

3. LumaStream proposal/lighting issues
   Read over Jeff’s information. Kristin will use it with Faith in Place.

4. DLRE Search
   The Board reviewed the DLRE position description. If anyone has questions please email to Christine.

5. Beloved Conversations
   The Beloved Conversations retreat is Friday, 5 p.m. to 9 p.m. November 16, and Saturday November 17 9 a.m. to 4 p.m.
New Business:

1. Audit Team

   Tom Kuna, Raymond Yee, Bruce Bendix will be the audit team for the next two years that are due to be audited (16-17, 17-18).

Looking Towards Next BOT Meeting:

   • Readings:
     o October — Karen
     o November — Joy
     o December — duRee
     o January — George

Action Items:

   • Planning/preparation for Potluck on Oct 7
   • Board photos for George, duRee, and Maryanne

Sunday Announcements:

   • September 23 – duRee – Karen will fill in for her.
   • September 30 – Marcus
   • October 7 – George
   • October 14 – Maryanne
   • October 21 – Karen

Closing Reading

   Marcus read from the Upanishads.

   Adjournment