

**First Unitarian Society
Board Meeting**

October 15, 2008

Item	Decision/Action Required	Action Owner
Opening Committee on Ministry	<p>A reading from Earth Prayers</p> <p>David reviewed the objective of collecting information about calling Karen as a minister to the Society. Materials were sent to the Board. A survey will be used to collect the desired information. The survey will be done on line and sent to leaders and representative active members.</p> <p>Jacob explained the theory behind this survey, which is to find out information about the ministerial presence of the person being called. The intention is to get information independent of the job description because the wider set of information is important to evaluate Karen apart from her job duties. It provides a context for looking at the job description and the minister who is working in that context. We want to confirm what we know about Karen's presence through the use of this survey.</p> <p>This evaluation is a normal part of the process of determining a call for a minister. A lively discussion occurred about how ministers are called and what it means to be called. The place of the survey in determining a recommendation to call was discussed. Kathy raised the issue of how do we measure community building. Laurie suggested that a small working group of the Board could review Karen's job description and determine what we want to know in making a recommendation.</p> <p>The ministerial committee cannot measure job performance.</p>	<p>Laurie Joiner</p> <p>Jacob Blacek</p> <p>David Antonioni</p>
Financial Update	<p>Brian reviewed the operating budget in summary form. Our pledges are up 38% because of increased attendance. However, pledge payments are behind last year's pace. Also, pledge totals are about \$50,000 behind the budgeted number. Follow up letters and new member pledges are two of the reasons for this differential.</p> <p>We have made an offer for a development director and we hope to know in the next few days. A new development director should</p>	<p>Brian Hellmer</p>

help us address the pledge payment and trend issues mentioned above.

Building budget report. We have discovered that we estimated the building budget by \$258,000 too much. The furniture budget saves \$35,000.

Consequently we actually have a balanced budget. It is important to remember though that the budgeted amount is higher than we initially desired so we are running close to our debt limit after we take into account the capital campaign contributions.

We will have a tight cash flow situation in the next few months while we wait for more money to flow in at year end.

We need to understand the finances for the building and we need to have a meeting with the financial stewardship council to talk about our options depending on what happens with our capital income. We have an obligation to do this and we can avoid the unnecessary panic that might arise if we run into a bad financial situation.

RE numbers

Kelly reported the religious education numbers as of today. **The numbers will be emailed to all Board members.** The basic numbers are an enrollment of 466 children, 25 new families, 15-20 students added over the last year, and we are exactly where we were two years ago in our enrollment. Among the services 9:00 is the largest, 4:30 is the second and 11:00 is the third. In our adult education classes enrollment is up as well.

Kelly Crocker

Break
Measures Report

We are half way towards determining what data to collect and which groups to contact in our measures project. **Another meeting is scheduled to move to the next step of working on how to collect the data and then put it together.**

Kathy Luker

Dedication Weekend

Many Board members have responded and they will hear soon about what they can do. If we have ideas of who can coordinate things that would be a good idea.

Laurie Joiner

The other piece is the open house for the community and who we should invite. **Board members should send lists of people we should invite to the open house on Dedication weekend.**

Approval of September Minutes	A MOTION to approve the September 2008 Board minutes CARRIED.	Laurie Joiner
Closing	William Ellery Channing	Laurie Joiner

List of Handouts:

Karen's Call To The Ministry Survey
Financial Update
September minutes

Attendance:

Laurie Joiner, President
Kathy Luker, President Elect
Tom Detmer, Secretary
Brian Hellmer, Treasurer
Emily Cusic Moore, Trustee
Lisa Munro, Trustee
Pamela Magee, Trustee
Richard Miller, Trustee
Sandra Eskrich, Trustee
Karen Gustafson, Minister
Kelly Crocker, Minister of Religious Education
Susan Koenig, Church Administrator
Dan Broner, Music Director
Jacob Blacek
David Antonioni