

Board of Trustees Meeting Minutes

September 19, 2024

In attendance:

Sarah Prickett

Mary Chimarusti

Beth Marshall

Jamie Thompson

Jeremy Northum

Benefits discussion:

The board will need to vote on Slack—we are not able to make any changes to this document. Jamie will post the vote on Slack.

We need to offer the same benefits to Gay Lynn as Jamie has. Gay Lynn worked over 1,000 hours last year. Childcare workers are enrolled, but benefits do not kick in until they've worked 1,000 hours.

HR will adjust the contracts- will get them tomorrow.

Treasurer's Report:

\$21,100 balance currently. Jeremy has talked to Stewardship about pledges. A big concern is that our pledge income was short by \$10,000. 12 pledging units have made a pledge, but not paid it.

Idea from Reverend Sarah: maybe we can reach out to annual pledgers and see if they would be willing to pay their pledges early.

We can also borrow from the Endowment fund—the bylaws specify how much money can be borrowed. Another option is to borrow from Millbend account—this is an easier process.

There are no noticeable trends in month to month giving.

Jeremy will write a guest Beacon Bits column to provide information on pledging, in the hopes of increasing pledges.

Annual and quarterly giving brings in \$45,000, most of which comes in during the month of December.

Idea from Rev. Sarah: we could reach out to our annual pledgers to see if they might want to pledge earlier in the year. We have the option of borrowing from the Endowment Fund

\$4,900 left for the outdoor project

Capital Reserve Fund:

Brenda Cooper is putting a circle together. They met today at 6:00 and made estimates for costs- Jeremy plus 5 others are in this circle.

Another meeting will take place on November 7th—board wants to know how we will come up with this money.

1.) Service Auction- Raise the Paddle—Kate has been talking with Connie, and would like for us to suggest project ideas. She will give the ideas to Connie to vet for feasibility and cost. She will provide her list of 5-8 projects that should be considered. The Service Auction team will narrow it down to 3, and ask the congregation to vote (she asked for ideas by September 6th)

- a. Terry Leyenberger suggested upgrades to the sanctuary lighting
- b. Gay Lynn wants the kitchen remodeled
- c. Mark Smith gave these ideas:
 - Sanctuary updated lighting-- Add decorative pendants and sconces/Redo wiring to support upgraded lighting - \$10-12k
 - Sanctuary stage--Construct low stage for front of the sanctuary, includes in-floor power and av wiring - \$2k
 - Sanctuary Theatrical LED lighting--Add dmx computer controller colored led stage/led lighting. Mainly to be used for Millbend - \$3k
 - Remodel Teen Room - \$2k Big screen tv and gaming system/New seating/Paint and clean out.
 - Remodel Kitchen -\$10-12k-- New cabinets, Appliances, Coffee service
 - Convert tech producer desk to permanent desk or relocate else where. - \$1k
 - Replace Sanctuary Seating - \$5k
 - Refinish and recolor front entry doors, add awning over entry -\$2k
 - Replace acoustic drums with electronic set - \$2k
 - Update main speakers in sanctuary with column array speakers - \$3k

Gay Lynn gave feedback for the teen room remodel: The teens are planning to redo their room. New seating would be good, but the room already has a large screen monitor. I DO NOT WANT a gaming system in that room.

2.) Updating leadership directory (Hillary Valor)

3.) Sanctuary Noise Levels (David Shontz) -talked with Kate Rhoad—will develop procedures to sample noise levels and communicate those levels to musicians. He will begin by establishing noise standards.

4.) Update on Sara's Sociocracy plan/town hall. Plan here:

https://docs.google.com/document/d/1xSZ0jxMysr6zkXsTlidvpfxCaDaZA-j_/edit

Presentation shared at the Town Hall on Sept. 8th:

<https://docs.google.com/presentation/d/1wtm0YSx5Su-HZq3LUOVJMK3sGLOB0Vgl/edit#slide=id.p1>

5.) Our Google account is ready!