

**Countryside Church Unitarian Universalist
Minutes of the Special Board Meeting
April 29, 2015**

The following members of the Board of Trustees were present in person at the meeting: Mike Berry, Matt Briddell, Mike Gilley, Alan Greenland, Mary Johnson, Gloria Kinney, Karen Noorani, Deb Quentel and Sheryl Skifstad. John Conneely arrived late as noted below.

Senior Minister, Reverend Hilary Landau Krivchenia, was present as well.

The following guests were present: duRee Bryant, Cathy Maraist, and Chris Smith, all as representatives of the Music Search Committee.

There was an in-person quorum at all times.

President Mike Gilley called the meeting to order at 7:07 p.m.

As is traditional at all Board Meetings, the members of the Board of Trustees read aloud the board covenant, as a reminder of our work together.

To honor the time of the members of the Music Search Committee, the Board addressed the agenda items in a different order than initially announced.

New Business

Music Director Compensation

President Gilley recapped the Board's authorization to extend an offer to a candidate from the last meeting. He reported that a final candidate has been selected. The Music Director Search team has requested an increase in the candidate's salary line item. Rev. Krivchenia reminded the board that at our April regular meeting we voted to empower the Negotiation Team on a maximum salary and benefits amount that was lower than the advertised range. The maximum salary and benefits amount proposed and approved was within the mid-range. The candidate is asking for a starting salary that falls within the advertised range.

The board took the opportunity to discuss the importance of the position to CCUU and the general range of the offer in relation to suggested UUA rates.

John Conneely arrived during this discussion.

President Gilley noted that by July 2015 CCUU will be required by law to offer a health plan option to our employees. The UUA Health Plan could be offered to all staff members, but has budget implications; this is a conversation for a later date.

The candidate has requested a July 15, 2015 start date so that she can attend the UUMN conference. As there is no change to the budget amount, a start date of July 15 is a moot point.

Matt Briddell moved that we accept the recommendation of the Negotiation Team to increase the offer to the candidate with the additional salary and the start date of July 15, 2015. Karen Noorani seconded the motion. The motion carried unanimously.

The members of the Board acknowledged the great work by the Music Search Committee and officially thanked the members of the committee for its hard work.

Unfinished Business

Budget & Budget Reinstatement Schedule– Approval

Rev. Krivchenia noted that the anticipated contribution for the ministerial intern has fallen through so CCUU will not be able to have an intern for fall 2015, as planned.

The Stewardship Team noted that the budget, as presented, assumes that everyone makes their pledges for the year with a nominal amount of default. The Budget Priority Team determined that ALL of the surplus money (defined as income remaining after expenses) from the 2014-15 year (as measured on July 1, 2015) will go to the capital reserve account. Second, any additional pledges for the 2015-16 year that come in will be applied to re-instating budget items that were cut from our Aspirational Budget in a priority sequence defined in the Budget Reinstatement Schedule. The next item on the Reinstatement Schedule is a cost of living increase for the staff.

There was discussion of an angel offering to give that would be directed to the capital reserve. The board noted the responsibility of congregants to pledge as an aspiration of membership. And, as a whole CCUU wants to avoid the situation where congregants are giving to individual projects rather than the church as a whole. The Board recognized that at some point soon, CCUU will need a capital campaign.

The Board plans to share the same level of detail in the budget at the Annual Meeting in May as it did last year. Creating a budget for 2015-2016 has been a challenge for the board because pledges are lower than for the current church (2014-15) and less than anticipated.

Alan Greenland made a motion that the Board of Trustees approve the budget titled Scenario #2 presented tonight with salary levels at \$308,107, board development reduced to \$0, and net income \$0. At the Annual Meeting the Board will present four columns: actual 2013-2014, 2014-2015 budget, 2015-2016 budget, and budget change column. Additionally, the Board will share the prioritization schedule from the Stewardship Committee. Mary Johnson seconded the motion. There being no further discussion, the motion passed unanimously.

Action Items

Recap of action items and confirmation of owners

The Board members reviewed all Action items from the meeting.

Closing Reading and Process Check-out

Following the closing reading, the Board of Trustees implemented its process check-out for the benefit of the Trustees.

Adjournment

After the reading, Alan Greenland made a motion that the board adjourn. Matt Briddell seconded the motion. The motion passed unanimously.

The Board of Trustees meeting adjourned at 9:25 p.m.

The next scheduled meeting of the Board of Trustees is Wednesday, May 20, 2015, at 7:00 p.m. at Countryside Church Unitarian Universalist.

Respectfully Submitted,
Deb Quentel, Secretary of the Board of Trustees, CCUU