

**Board Members Present:** Don Antrobus – President, Kalen Saxton – Vice President, Justin Roberts – Secretary, Doug Eby – Treasurer, Jim Kerr, Yolanda Meza, Kathleen Lucich.

**Others Present:** Reverend Lise, Peggy Robinson, Kay Sind.

**6:30pm A. Call to Order/Agenda**

After brief personal check-ins and covenant/chalice lighting by Yolanda, Don read the revised land acknowledgement. Don asked for adoption of the agenda. Without objection, the agenda was adopted.

**6:50pm B. Consent Agenda**

**1. Approval of February 2024 Meeting Minutes**

Kalen asked for adoption of the February minutes. Without objection, the minutes were adopted.

**7:00pm C. Continued Business**

**1. Staffing Update – Don and Reverend Lise**

- a. **Administrator Position.** The position is posted on Craigslist. We received a possible applicant that we are following up with.
- b. **DRE Director.** The DRE Director job description has been updated and posted on the UUA job boards, Craigslist, Indeed, the Alaska State Jobs site, Foraker, and our website. Peggy and Rev. Lise will report back to the Board in a couple of weeks on the number of applications we have received and whether we may need to expand recruitment efforts to the ADN or other websites.

**2. Pledge Drive Review – Peggy**

The stewardship committee has discussed options for revising the pledge drive in future years, including year-round stewardship, focusing on AUUF values, or focusing on the continuation of existing pledges. Some members have reduced or dropped their pledges. But, at this point, pledges are at \$310,236, which is slightly above this point last year.

**3. Finance**

**a. Monthly Treasurer’s Report – Doug**

Our revenue year to date is \$87,000 above expenses. This is largely due to unfilled positions.

**b. 2025 Budget Creation – Group Discussion**

Doug outlined the draft budget proposal, including differences from prior years. The proposed revenues in FY25 are \$417,800. The expected expenditures are \$445,764. However, this would only be the case if all positions are fully staffed all year. If we end up in a deficit, we can use funds from the undesignated reserves, which would leave a balance of \$145,000 in undesignated reserves. The budget includes a 5% cost of living increase for all positions and market adjustments for the DRE and Administrator positions. This will hopefully allow us to attract and retain individuals in these positions, which has been difficult over the past year. It also includes \$15,000 in one-time funding for the Sabbatical Fund as Rev. Lise is planning a 3-month sabbatical in FY25. It does not include one-time funding for the major maintenance fund, which currently has a balance of \$50,842. The budget reflects that the principle that the sabbatical and major

maintenance funds would be filled periodically as needed based on 2-3 year expected costs and utilizing one-time funding, such as wills. There was also discussion on limiting the use of designated reserves where possible. Yolanda moved to transfer \$15,000 from undesignated reserves into the Sabbatical Fund. Jim seconded. The motion passed without objection. Kalen moved to recommend the budget to the congregation as drafted. Jim seconded. The motion passed without objection. The Board discussed and suggested changes to the budget summary document that will be distributed at the Annual Meeting. The Board decided to discontinue use of the detailed Program Budget Report and, instead, list percentages of budget by mission in a short narrative summary. The Board scheduled a budget workshop for 12:30pm on Sunday, April 21.

**8:40pm D. New Business**

**1. Peace Camp Update – Kalen**

Peace Camp is scheduled for June 24-28. The Muni has granted a license exemption for one year. We are also in the process of ACA accreditation.

**2. Annual Meeting Planning – Don**

Don provided a draft agenda for the annual meeting on May 5. The Board suggested modifications to the agenda.

**9:00pm E. Staff, Committee & Team Reports**

1. Minister's Report (monthly) – Rev. Lise – No discussion beyond written report.
2. President's Report (quarterly) – no report
3. Director of Learning and Exploration (monthly) – Vacant
4. Other Staff Reports (as needed or requested by Board) –
5. Building & Grounds Committee Report (quarterly) – no report
6. Human Resources Report (quarterly) – no report
7. Nominating Committee Report – no report
8. Stewardship Committee Report (monthly) – No discussion beyond the written reports and discussion under Continuing Business above.
9. Treasurer/Finance Committee Report (monthly) – No discussion beyond the written reports and discussion under Continued Business above.
10. Other Team Reports (as needed or requested by Board) – none

**9:00pm D. Executive Session**

None needed.

**9:04pm E. Adjournment by Chair w/o Objection**

Kathleen moved to adjourn. Jim seconded. Adjourned without objection.

**Next Meetings:**

Board Meeting: Thursday, April 18, 6:30-8:30

Respectfully submitted by Justin Roberts, Secretary