

CALLED CONGREGATIONAL MEETING MINUTES

JULY 22ND, 2018

Bart Solomon, past President, called the meeting to order at 12:05 PM'

A Quorum is present.

1. Nicky reports the remaining congregation increased their pledges by 12% which tells her UUCC members are a caring, committed and courageous group of people. The current Board is looking at three strong candidates interested in an interim position until a settled minister is employed. Our goal is for the settled minister to start in the fall of 2019. Wowzers are filling our pulpit into January after abruptly learning our previous minister was leaving.

2. Bart brings the reason for this meeting to our attention, i.e. funding a settled minister. The Board of Trustees believes this critical issue is of upmost importance and is asking for the congregant's input. The Board of Trustee's is asking for a commitment of funding before proceeding further into the ministerial search.

3. The numbers:

Cost of minister: Based on information from Unitarian Universalist Association, a minister's salary for a small congregation is between 43,000 and 64,000; a mid-size congregation between 64,500 and 91,000. This includes housing and insurance. UUCC's recent minister's salary was 78,000.

Budget: Last year our pledge income was 182,000. This fiscal year our pledge income is 167,000. There is a difference of -15,000.

4. UUCC's choices

- Approve a package of \$62,000 for a minister. We are already having trouble finding a minister for \$78,000.
- Approve package of \$78,000 without having the funds budgeted. This is not fiscally responsible.
- Approve \$78,000 based on the assumption UUCC will get a commitment from membership to fill the gap of \$15,000.

5. Board of Trustee suggested means of raising the \$15,000.

- Resume annual fund-raising events. UUCC has had one in the past 5 years which raised \$8000. In years past this was an annual event providing not only income but fellowship and fun.
- \$3000 from program cuts, if necessary.

- \$7000 from increased pledges – suggested increase in pledges are 1) if you pledge more than \$ 1200 increase you pledge by \$150 per year. If you pledge less than \$1200 per year, increase your pledge by \$75 per year. If you have not pledged before will you do so now?

Following the Board's presentation, members were asked for input, discussion followed.

John Standridge called to question, stop discussion. Steve Hollingsworth seconded. Members voted, results 24 to stop and 24 to continue. Discussion continued.

John Standridge suggest we approve the \$78,000 package after commitment from members, present today, to raise the \$15,000 needed to cover the expense. . Chen Zhang makes the motion. Nancey Caleb seconded. Motion was passed unanimously.

New pledge cards were distributed, completed by members and turned in to Board members.

Meeting was adjourned 1:20PM

Connie Cowherd, Board Secretary

Submitted for approval Sept 21st, 2018

Approved by Board September 25th, 2018