

**First Unitarian Church  
Board of Directors  
6:30 PM  
June 15, 2010**

**Members Present:** Geri Knoebel, Tom Stafford, Erika Johnson-Jimenez, Joyce Kaser, June LeCrone, Tom Wofford, Rob Leland, Ken Callahan

**Members Absent:** Dawn Lunt, William Slakey, Erica Kerns

**Visitors:** Carmen Emerson, Nancy Cushman, Rick Kennedy

Major Discussion Points	Action Items	Next Steps
<p>Chalice Lighting and Reading: Stafford</p> <p>Board presented Christine with 30 yellow roses and a cake to commemorate her 30 years in ministry.</p> <p>Consent Agenda:</p> <ul style="list-style-type: none"> <li>• May 28, 2010, Board minutes: Johnson-Jimenez</li> </ul> <p>Treasurer's Report: Stafford</p> <ul style="list-style-type: none"> <li>• Pledge income is approximately \$10,000 behind budgeted income.</li> <li>• Expenses are approximately \$4000 lower than expected.</li> <li>• At the end of June, pledge reminders will be sent to all pledging units.</li> <li>• Discussed non-pledge income. Analysis showed that approximately 85 people gave identifiable non-pledge contributions. <ul style="list-style-type: none"> <li>○ Christine suggested that the Board reach out to the non-pledge givers from last year. She also pointed out that friends of the church (non-members) often give significantly but are not extended outreach.</li> <li>○ Stafford suggested that we learn what type of outreach has already been extended to these individuals.</li> <li>○ Discussed role and functioning of the Stewardship Committee.</li> <li>○ Staff salaries will be reviewed with comparison to UUA Guidelines. This will be included in the three-year budget projections.</li> </ul> </li> </ul>	<p>Motion to approve consent agenda. LeCrone moved, Wofford seconded, all agreed.</p>	<p>Stafford will research further to see if it is possible to identify people who made non-pledge contributions last year and have not contributed this year.</p>
<p>New Business</p> <ul style="list-style-type: none"> <li>• Solar Energy Task Force Report <ul style="list-style-type: none"> <li>○ Rick Kennedy presented a review of the work of the Solar Energy Task Force. PNM has raised rates 24% in recent years. Governments have</li> </ul> </li> </ul>	<p>Motion to authorize the Solar Task Force to proceed with</p>	<p>Solar Task Force will continue to finalize lease agreement details.</p>

<p>created Solar Energy Incentives. Because these incentives are tax-based, a nonprofit can only afford to go solar if a tax-paying, for-profit entity finances the panels. CST is proposing a 34 kW system that will provide 50-60% of our power. All maintenance will be done by CST. First Unitarian would lease the equipment with option to buy in 7 years. This project would save 680-820 tons of CO2 emissions in 20 years.</p> <ul style="list-style-type: none"> <li>• Stewardship Campaign Board Priorities: Knoebel. Discussed the following priorities: <ul style="list-style-type: none"> <li>○ Staff-related expenses: Staff have not had a raise in two years. At the January Annual Meeting, this fact was raised as a concern. Also, Christine is going on sabbatical and some extra funding will be needed to pay guest preachers. Most of the intern stipends have been paid from a designated grant until now. There is \$20,000 left in that fund and we have been paying a \$25,000 stipend. We have enough money for one more intern and we are accustomed to having that extra \$20,000 in our budget.</li> <li>○ Vibrant Future: Capital Campaign is projected to begin in fall of 2011. Seed money may be needed (i.e., consultation fees) or that funding can be taken out of the total funds raised. Building Capital Reserves by putting aside \$500 per month as a line item in the budget. Bringing in the expenses of Carlsbad as a branch church. Currently, they are operating under a one-year startup grant.</li> <li>○ Fair Share: UUA and MDD Fair Share contributions.</li> </ul> </li> <li>• Leadership Succession Committee : Nancy Cushman <ul style="list-style-type: none"> <li>○ Main jobs include finding leaders for the Board positions, three endowment committee positions, and their own committee.</li> <li>○ Encouraged participation in the Gifts and Talents Survey and will continue this endeavor.</li> <li>○ Collecting biographies of members</li> </ul> </li> </ul>	<p>lease of solar panels from CST. LeCrone moved, Wofford seconded, all approved.</p> <p>Motion to accept these three goals for 2011 Stewardship Campaign. Stafford moved, Kaser seconded, all approved.</p>	
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<p>from the <i>Messenger</i>.</p> <ul style="list-style-type: none"> <li>○ Offered this data to the Board when it is time for us to fill these committee positions.</li> <li>○ Requested that Committee Chairs be sent a copy of the Board meeting minutes each month.</li>   <li>○ Requested feedback from the Board regarding what characteristics they may look for in potential Board candidates.</li>   <li>○ Discussed asking a person from the Socorro branch to serve on the Board or having a liaison between the Board and each branch.</li> <li>● President’s Report: Knoebel</li> <li>● Core Staff Report: Robinson <ul style="list-style-type: none"> <li>○ Angela is officially hired.</li> <li>○ Year-end reviews are being conducted.</li> <li>○ Discussed exit agreement with Daylene Marshall, RE Director.</li> <li>○ In response to Daylene’s resignation, a group is being solicited to discuss RE Plans.</li> <li>○ Three individuals have applied for an Acting RE Director position. This position is being considered to be filled by mid-July to begin in early August.</li> <li>○ Proposed fundraiser for Kenyan UUs. The UU Church in Kenya supports 30 orphans’ school supplies and uniforms.</li> <li>○ UU University is 2<sup>nd</sup> weekend of July, an intensive Adult RE weekend program.</li> <li>○ There are four retired UU Ministers living in Albuquerque. Discussed the possibility of having Affiliated Ministers as volunteers.</li> </ul> </li> </ul>		<p>Johnson-Jimenez will send copy of the Board minutes to Committee Chairs.</p> <p>Cushman will elicit suggestions from Board members by email for both characteristics and particular individuals that might be approached.</p> <p>Board members offered to talk with potential Board candidates about our experiences.</p>
<p>I. IMPORTANT DATES</p> <p>A. June 23-27, 2010: General Assembly 2010, Minneapolis, MN</p> <p>B. July 20, 2010: Board Meeting</p>		