

**RRUU FALL CONGREGATIONAL MEETING
OCTOBER 16, 2022 AT 1 PM
HELD IN THE CHAPEL AFTER POT LUCK LUNCH**

1. Meeting called to order at 12:45
2. Lighting of Chalice and reading by Don Rogers
3. Roll call by Jim Holmes- a quorum was reached with 16 present and 8 online
4. Reviewed and approved RRUU Behavioral Covenant for this meeting
5. Consideration of the minutes from the May 16, 2022 Spring Congregational Minutes were approved as presented
6. Financial report

For the first quarter of the current fiscal year, we had total income of \$17,242.42, which was over budget by \$5,032.42, due to the prepayment of the current year's pledges (total pledges received through the end of the quarter exceeded the budget by \$5,602.50). Total expenses were \$13,177.69 (slightly over budget), leaving an excess of income over expenses of \$4,064.73, for the three months ended September 30, 2022.

Included in Administration expenses – copying, is \$364.98, which was the cost of a new printer. Included in Community expenses – Social Action, is \$280.00 paid to the Ministerial Alliance and \$50.00 paid for Art Fest. Included in Facilities expenses – Building Maintenance, was \$1,174.28 paid for A/C system repairs.

As of September 30, 2022, we had \$15,387.24 available in checking, including \$5,413.00 held in trust for Kat Walston from the sale of her personal effects prior to moving into assisted living at The Terrace. There is a total of \$19,110.27 in all savings accounts, which includes the \$2,545.00 for the Rhonda DeClaire Memorial Fund. There is a total of \$66,784.40 invested in the UUA Common Endowment Fund which has a current market value of \$68,073.07. It is also worth noting that a total of \$1,764.00 of new AV equipment was purchased in this quarter and the \$1,326.00 included in Other Current Assets – Uncategorized Asset, is the prepayment of our entire UUA Fair Share for this year.

All bank accounts have been reconciled with no exceptions noted.

Dick Powell, Treasurer

7. Discussion and approval of the Annual reports- Notice; we have an opening for a team leader for shelter meals. Marion volunteered to be the team leader for shelter meals
 - * Adult Forum – Marilyn, and others.
 - * Aesthetics – Doug & Carol

- * Audio Visual - Jim
 - * Caring – Carol & Amy
 - * Communications – Doug, Amy, Hannah
 - * Community Outreach - Amy
 - Pride
 - Free Children’s Clothing Swap- Amy and Adrian
 - Art Fest
 - Austin College Volunteer Opportunity & Internship Fair
 - National Voter Registration Day
 - NAACP Dinner
 - Denison Fall Festival
 - * North Texas UU Congregations - Marla
 - * Earth Day Planning- Amy
 - * Endowment Committee - Dick
 - * Facilities- Building - Jim
 - * Facilities- Grounds - Marilyn
 - * LGBTQ+ Welcoming Committee- (included in Community Outreach)
 - * Little Free Library- Amy and Jim
 - * Long Range Planning – Jim, Marilyn
 - * Moveable Feast- Marion and Elbert
 - * Religious Education- Marilyn, David and Ellie
 - * Safe Congregation Panel- Carolyn, Jim, Elbert and Marilyn
 - * Shelter Meals - Inactive
 - * Social Justice - Jan
 - * Texoma Family Shelter - Dick
 - * Website - Jim
 - * Web of Life Monarch Waystation- Lin and Michelle
 - * Worship Team- Marla
8. Review the Status of our Approved Annual Goals
- * Become more visible in the community/encourage use of building for outside organized events - — **Tommie Homuth used building for balance/fall prevention class, Adrian held children’s clothing swap/give away, Marsha is holding chair yoga classes, National Voter Registration Day**
 - * Have 4 church tidy up days per year - **first was on Oct. 9**
 - * Pursue more funding options to add to the Minister fund - **some pledges received**
 - * Increase voting membership by 10% - **We have added 9 new members this year.**
 - * Establish a team to respond to all social media/ team will respond weekly – **Amy does this**
 - * Hire a Minister – **work in progress**
9. Discuss Minister Search Team status and Funding- Jim
- * The Team is working in two areas. First, we are interviewing the congregation and friends on what characteristics they want in a minister.

A full report of these interviews is included below.

The second area we are investigating is funding. We are assuming that we can get a \$50,000 grant from NTUUC paid out as \$30,000 year 1 and \$20,000 year 2. We also assume that we can get a grant from the Southern Region (Chalice Lighters). We are targeting a grant for \$10,000. We have not applied for either until we know that we can cover the remaining funding needed.

These are the calculations for the Minister Compensation Package:

Minister Compensation Worksheet from UUA		
		Amount
Salary		\$ 61,700
Self-employment		\$ 4,720
UUA retirement base		\$ 6,170
UUA retirement match	\$ 1,200.00	
UUA health plan		\$ 9,888
UUA dental plan		\$ 720
UUA disability		\$ 802
UUA group term		\$ 384
Professional expense		\$ 5,000
	Compensation estimate	\$ 89,384
	2-year Total with 3% inflation applied	\$ 181,450

Based on these values, here is where we stand with funding:

If we target starting a minister in August 2023, we will need enough funds to cover an estimated \$181,000 in compensation for 2 years. Through grants, budget savings, and additional pledge funding we should be able to raise about \$130,000. That will leave us about \$51,800 short.

If we target starting a minister in August 2024, we will need enough funds to cover an estimated \$187,000 in compensation. The increase is due to using a 3% inflation factor. Through grants, budget savings, an additional year of savings, and additional pledge funding we should be able to raise about \$160,000. That will leave us about \$26,600 short.

We have created a pledge card to allow people to do a 2-year financial commitment to help cover the minister compensation package. The total amount pledged will help reduce our current projected shortfall. To date we have received \$12,860 in pledges.

We cannot commit to the official UUA Minister Search program until we can come up with additional funding to cover these shortages.

Your Minister Search Team

Jana Norris
Marilyn Alexander
David Dyer
Marla Loturco
Jim Holmes

* Results of Congregation interviews were distributed

* Funding

- We anticipate grants from NTUUC (\$50,000.) and Chalice Lighters (\$10,000.)

* **Vote Results**

-The congregation voted to approve the use of up to \$51,000 as needed over a two-year period for the Minister Compensation fund.

10. Marion showed Marilyn a card used by 1st Church showing services to help people and she asked if we could make a similar card to help people in our area. Marilyn and Doug designed a card with services in SE Oklahoma and another one with services in Sherman/Denison area. Then they found that commercial printing costs were prohibitive. Don suggested using Avery Templates and Avery card sheets to keep expenses down and that was acceptable. The congregation made useful suggestions about how many cards would be needed and where the cards could be distributed.

11. Open Discussion

* Amy discussed work she had nearly completed to receive crowd funding

donations from Ebay, PayPal, Amazon Smiles and GiveButter for our church that could be designated for the Minister Compensation Fund

* Amy also displayed the new badge design with logos and pronouns. People can pay to get this new name tag and name tags will be provided for new members.

12. Marilyn extinguished the chalice.

13. Adjourned at 1:50

Prepared by David Dyer