

Special Congregational Meeting of the North Unitarian Chapel Society

August 7, 2016 – Immediately following the Sunday Service

Purpose for the meeting is as follows : To consider the following two motions brought forth by the Board and to announce and affirm members of the Settled Minister Search Committee.

Kevin Geiger was moderator.

1. Motion to withhold a portion of annual dues payable to the UUA until such time as the North Chapel has recovered a total of \$47,994, which represents the \$6900 expense we incurred in payment toward moving expenses for Rev. Wendy Pantoja and the \$41,094 we had paid her in salary and benefits, by contractual agreement, for the 180 days after termination of employment. During this period of credit accrual, the North Chapel will continue to pay \$2000 in annual dues to the UUA, as a sign of good faith and compensation for services received.
2. Motion to expand Geraldine Fowler's position to include responsibilities for SE Programming and Outreach Coordination; to increase her weekly hours form 20 to 32 and, therefore, to increase her salary and benefits during the remainder of our current fiscal year by a projected dollar amount of \$16,023, for a total annual compensation package of \$48, 070.

Motion 1

Peggy Kannestine moved the motion. Deb Hawthorn seconded the motion.

Discussion followed. Johanna Long requested the rational for this motion. Denise Lyons gave the explanation saying: the Board wrote a letter to the UUA requesting reimbursement for the monies spent toward our interim ministry, because the Board felt the process was flawed in the hiring of the interim, and was hoping to have a negotiated settlement with the UUA. Because the UUA denied the financial reimbursement, the Board decided to remain in good faith with the UUA by sending \$2000 a year and withhold any further monies for approximately 5 years, until expenses were recovered.

Lynn Peterson stated that the UUA gives grants for a variety of involvements. He wondered that if we did not pay our "fair share" annually we might not be eligible for these grants.

Another question was raised regarding whether there might be ramifications we might have by withholding monies from the UUA. Susan Inui replied that we would remain in good standing with the UUA. Denise Lyons added that a possible consequence of withholding funds might be that we will get attention. Therefore, we want the UUA to pay attention to their process of vetting interim ministers.

Norwood Long voiced that he disagreed with withholding the funds to the UUA.

Neil Marinello added that he was in favor of the motion, saying that it is the right thing to do.

Kevin Geiger asked for a vote. The motion was passed with one no from Norwood Long.

Motion 2

Neil Marinello moved the motion. Richard Waddell seconded the motion.

Coral Egbert commented that Geraldine is an extraordinary addition to NUCS.

A question was asked regarding where the funding would come from for the increased costs of giving Geraldine additional hours and benefits. Susan Inui responded by saying that the Board can only spend monies that are in the budget for the remainder of the fiscal year with a cap of \$2500. At the end of the first week of July 2016 the contractual contract with Wendy Pantoja ended. Therefore, with funds from August 2016 to the end of December 2016 could be used, adding that we would also have a pastoral care minister part time as well. The Board would like to redirect funds from 20 hours a week to 32 hours a week. Gina Auriema asked if the Finance Committee agreed with this proposal. Susan said the Board had gone to the Finance Committee with data and crunching numbers to discover that the gap between what was in the budget and what was needed was only \$1200. That would include hiring a full time minister and hiring Geraldine in a new and extended position. North Chapel is in the small church category now and does not have to spend as much financially for a new minister.

A member of the Finance Committee spoke to say that the committee does not make policy, but rather advises the Board. Hiring a full time minister would include a smaller package because we have moved from a midsize church to a small church category.

Susan added that Geraldine's role would expand beyond administrative assistant to take on additional roles in the church.

Hope Yeager added that Geraldine's increased responsibilities would include the S.E. program. This would allow more flexibility for the parents' involvement.

Anne Marinello spoke saying that Geraldine has become the face of our congregation, and that she may do some grant work to support NUCS, as we are in the highest level of compensation for a small church.

Linda Galveo added that we might look at the money spent as an asset versus a liability. Geraldine does the work of bringing in more families and thus increasing our numbers (members).

Gina Auriema said that she was not questioning the motion. She just wanted some discussion on the motion.

Johanna Long made a comment saying she loves Geraldine and wants the increased role for her and us; and added that it is important for us to be able to sustain our congregation as time goes on.

Richard Schramm asked if this increased position and salary aligned with other staff.

Susan Inui responded saying the Board puts questions to the Finance Committee every month. In preparation for the budget they look at all salaries (sextons, Diane Mellinger – choir director, and minister), and visit these salaries on an annual basis, using UUA guidelines. She added that the Board will not change Diane's salary even though our church size status has moved down.

Denise Lyons said they are looking at all the flexible ways to make our minister's position look attractive. She said that expanding Geraldine's role could help with that. She is a collaborative person. Gwen Croft (part time pastoral care minister) expressed what a gem Geraldine is for our church. She believes others would agree.

Neil Marinello commented that in the past when we have needed to raise money, we haven't had a problem doing so.

Chris Bartlett added that on the revenue side of things, Geraldine might attract more members.

A vote was taken via paper ballot. The result was an unanimous vote "yes" for Geraldine's expanded role.

Following the voting of the two motions, Susan Inui shared the names of the five individuals to serve on the Ministerial Search Committee: Angel Rubino, Marsha Peterson, Matt Friedman, Richard Schramm, and Veronica DeLay.

To close, Deb Hawthorn led the group in a blessing.

Respectfully Submitted,

Judy Williamson, Clerk