

2018-2019 Board Approved Motions

Board Retreat 7/21/18

The Board voted to give the Implementation Committee authority to approve Capital Campaign funds.

Board Meeting 9/12/18

- FINANCE: Any Wake Now Our Vision campaign donations and matching money will go to the endowment.
- FINANCE; Any unspecified donations under \$40k shall automatically go to the endowment. Unspecified donations of \$40k or more go before the board wherein a two thirds majority vote can shift the donation from the endowment to other purposes.
- PERSONNEL: a portion of Rev. Kayla Parker's salary approved for housing costs.

Board Meeting 10/10/18

PERSONNEL: If a position is covered in the budget and if that position is under 10 hrs/week, the minister may hire without board approval, providing there is no additional expenditure.

Board Meeting 11/14/18

- FINANCE: The Endowment will make \$200,000 available to the Capital Campaign to borrow at the applicable federal rate, per the Endowment Policy.
- FINANCE: The Treasurer will be allowed to invest excess cash in short term Treasury Bonds.

Congregational Meeting 12/2/18

LEADERSHIP AND NOMINATING COMMITTEE.... Alison Cole (3 year term); Andrea Vermeulen (3 year term); Bev Evans (2 year term); Sandy Reiberg (2 year term); Jackie Anderson (1 year term)

Board Meeting 12/12/18

- GOVERNANCE: approved the ASUC Board move to policy governance.

- PERSONNEL: approve Nancy Baney as the Financial Administrator.

Board Meeting 1/9/19

PERSONNEL: bonus to the Office Administrator for work in developing web site.

Email Vote 1/10/19

PERSONNEL: approved the minister's request to increase the Custodian's salary.

Board Meeting 3/13/19

COMMUNITY: approved the Freedom School partnership agreement with ASUC.

Board Meeting 4/17/19

- PERSONNEL: approved study leave/vacation leave for Rev. Zinke; authorized Rev. Kayla Parker to be full-time during these 8 weeks and to serve as solo minister.
- POLICY: approved the Disruptive Persons Policy. This will become part of the governance policy manual.
- POLICY: approved the Behavioral Covenant. Requires a congregational vote.

Board Meeting 5/8/19

PERSONNEL: authorized a task force to provide recommendations on the function, authority and composition of the Personnel Committee.

Congregational Meeting 5/19/19

- BOARD MEMBERS... President: Tom Mulcahy; VP: Diane Kennedy; Treasurer: Mike Middleton; Secretary: Pat Fisher; Member at Large: Helen Dwyer; Member at Large: Cathy Tanner
- POLICY: approved the Behavioral Covenant.

Board Meeting 6/12/19

PERSONNEL: increased the hours of the Membership Coordinator

Board Retreat 6/15/19

- PERSONNEL:

Part-time employees may receive bereavement pay due to the death of an immediate family member (spouse/partner, child, parent, sibling) not to exceed pay for the average number of hours worked in the preceding four weeks.

The bereavement pay for a part-time employee would equal one week of part-time work.

- The Board voted to change the Paid Time Off (PTO) Policy to read as follows:

Paid Time Off (PTO) applies within the current fiscal year. Any vacation time that has not been taken by the end of the fiscal year will expire and not be paid when an employee leaves All Souls. If the Senior Minister grants approval in advance, an employee may reserve up to half of his/her/their PTO to use in the first three months of the new fiscal year. This time will not be paid out, however, if the employee leaves employment. Part-time employees are entitled to the number of weeks awarded to them, with a week of PTO understood as the average number of hours that they work per week.