

Congregational Meeting 12-11-2016

Minutes read, motion to approve, and seconded.

Jim Becker gave his Past President report. He is on the board for a one year term. He appreciates the way the division of work now makes board meetings a pleasure.

Corey--appreciates opp to be on board. Things are going smoothly.

Stacy-- update on leadership council. Assisted with board retreat, offer training and resources to ministry teams. Continue to assist board with policies and procedures. Need more volunteers. Need feedback on needs and how they can help.

Ministerial relations council: develop an D present minister contract. Jill morgan, stacy, Fran Leber. Need folks to participate in evaluation and survey.

Corey thanked everyone for their participation.

Justin gave an overview of what he does. Actively involved in social justice work and religious organizations in town. This was accepted into candidacy for a uUA ministry,. Attends General Assembly.

Ministry teams:

Changing our World committee: Fran and D Voisin. David Morgan designed banner, Paul Gore producing banner. Unveiling in future. Forums on pro choice. Donations of back to school supplies, donation for Baton Rouge flooding, stewpot, UNICEF. Under social justice in January Jackson police chief will speak about how police are trained to avoid killing innocent black men. January 22 after church will be the unveiling of the Black Lives Matter banner. Website will have a link for BLM. Members will be asked to write short statement about BLM. Justin will invite friends from NAACP AND OTHER GROUps. Under social justice, there will be legislation to change the state flag and its recommended that we support whatever flag is proposed. Brian Heffner said last Tim the choice of flag was ugly. Fran said we have a better chance if we get behind the proposed option whatever it looks like. Fran said it would be beneficial to have a policy for handling an issue such as BLM and they will be discussion it. May 17 and 14 forums will be discussing the issues the UUA will be voting in in New Orleans (study of the corruption of our democracy.)

RE Committee: Stacy said that there are 3 adult RE courses. She went over the curricula that the UU children have done and are completing. Need more non-parent volunteers. Need people to lead forums and services. Need to increase number of hymnals. New chairs.

Minister's Contract:

MRC looked at Contract and aspired to follow the UUA fair compensation guidelines. Added a section about the covenantal relationship between minister and UUCJ. Aligned minister's responsibilities with UUCJ's responsibilities.

Funds will be demarcated for housing, reducing his and our tax burden. Also offer to pay part of health insurance through UUA, long term life insurance, and disability insurance. A new thing is to add retirement, through a base contribution of 5% and a matching contribution up to 10% for a maximum of \$2500.

## Leave

Sabbatical leave: after 4 years of service, Justin will be able to take up to 6 months of Sabbatical leave.

Another major shift is that we propose to do a 2-year contract. From Jan 2017 to Dec 2018.

Contract was approved by the board. We need a yes no vote from the congregation. Judy moves we approve the motion, Jody seconded.

Discussion: we are within the range of acceptable salaries from UUA.

Motion passes.

## 2017 Church Budget

Joe Clayton presented the budget, attached.

Ray suggested that we need to see the assets from the previous year to be able to compare how we are doing from year to year.

A motion was made and seconded that we accept the budget.

Brian suggested putting money into CD's rather than savings account.

Stacy suggested many of the items under living our values should be administrative costs or into it's own category. She made a motion for a friendly amendment to create a facilities line item rather than Living our Values for b&G, utilities, and insurance. It was accepted.

Fran asked about piano player. It is now being pulled from programs and at spring meeting it may be added to the budget.

Call the question. Budget passes.

Motion made and seconded to end meeting. Passes.