

**Unitarian Universalist Church of Jackson
Board Meeting
Tuesday, November 17, 2020**

Attendance

Past President: Eric Saulters-Wood
President: Stacy Callender
Treasurer: David Voisin
Secretary: David Morgan
Trustee: Patricia Ice
Trustee: Bob Keller
Quorum reached

Justin McCreary, Minister

Other Attendees:

Jill Morgan, Ministerial Relations Council chair
Jim Becker, MRC member
Kristen Golden, MRC member

Agenda

1. Opening Reading and Chalice Lighting
2. Covenant
3. Check-In
4. Minutes
5. Treasurer Report
6. Minister Report
7. Ministry Teams, Advisory Councils, and Taskforces Reports
8. Minister's Contract
9. Annual Pledge Drive
10. Budget Proposal
11. Congregation Meeting Agenda
12. Annual Priorities
 - A. Internal & External Communications
 - B. Leadership Development: Appointments & Vacancies
 - C. Establish Process & Infrastructure: Revise Policies & Procedures
13. Process Observer Report Out
14. Check Out
15. Extinguish the Chalice
16. Set Next Meeting

Opening Reading and Chalice Lighting

The chalice was lit at 6:39 p.m., beginning the meeting. Due to the current COVID-19 pandemic, members met using the Zoom video conferencing app.

Minutes

Eric Wood motioned to approve the October 20, 2020 board meeting minutes as presented. David Voisin seconded. All members approved.

Treasurer Report, Minister's Report, Ministry Teams, Advisory Councils, and Task Forces Reports

David Morgan motioned to accept all reports as presented. Eric Wood seconded. All members approved.

Minister's Contract

Rev. Justin McCreary began by reading a written statement (see page 3). Through the Ministry Relations Council, Justin submitted a full-time contract to the board for consideration. The board presented a part-time contract based on a 4% cost-of-living increase and an additional health insurance bridge. Justin asked for \$35000/year, then asked the board to consider a ¾-time contract. Justin said he would report the amount paid on his wife's health insurance to insure him. In reviewing the contract, Stacy Callender brought to the attention of the board areas where the church was not providing insurance stipulated in previous contracts. She also amended the contract to a one-year span rather than a two-year span per the bylaws.

When Stacy described the time reporting method in the revised contract, the discussion moved to how time would be recorded, as units or hours. Justin believed he would be unable to effectively track his time in the manner stipulated. With no agreement with the minister on the contract, the board decided to meet in executive session at a later date to discuss it further. Justin once again requested ¾ time contract (3 weeks on, 1 week off). If this was not possible, then he would consider a half-time contract if given a greater increase in salary than the 4% offered. The subject was tabled until the board could meet in executive session.

Annual Pledge Drive

As of the meeting, only three pledges had been made via the Google Time, Talent, and Treasure form. The board decided to meet periodically about the pledge drive during coming weeks. Forms and cards were ready for pick up. They will be distributed to boardmembers for mailing to UUCJ members and friends. The link to the Google TTT form had been posted on FaceBook, the church website, etc. The board decided to mail out the pledge packets with brochures and cards with David Morgan getting church envelopes printed and Stacy working on a letter for the mailout. The board will then meet at the church to stuff envelopes.

Budget Proposal

The board went over the 2020 budget looking for possible adjustments. Stacy proposed removing budget subcategories, in Welcoming Community for example, and listing the amount budgeted for the committee, leaving it to the each group to decide how to allot funds. She also suggested taking line items like utilities, building and grounds, internet service, security, etc. out of Living Our Values and putting them instead into Facilities Management. After discussion on adjusting budget amounts for 2021, the subject was tabled until final pledge amounts, along with more exact estimated expenses, were available.

Congregational Meeting Agenda

The board briefly discussed the agenda of the December 6th Congregation Meeting: The budget presentation and approval, the presentation of ministers contract, committee reports, and other business as needed. David M. will mail off meeting announcements to the congregation.

Annual Priorities

Discussion was tabled until the next board meeting.

Extinguish the Chalice

The chalice is extinguished at 09:45 pm. The next board meeting is scheduled for Tuesday, December 15, 2020.

Rev. Justin M McCreary
Statement concerning future ministry
November 17, 2020

I am going to tell you why I am afraid of this conversation. I wrote this down so it can be added to the minutes easily. I am recommending it to go into the minutes and be made public. But I will not do that without your permission.

I understand that you decided not to work from the full-time contract I requested.

The problem is, I can't survive another year in Jackson Mississippi with this pay scale. That is my fear. For the seven years prior Alicia and I had help that made this job possible, so the church didn't have to worry about making a plan to either increase my ministry or increase my wage. Instead I took on that anxiety alone, and over the last two years that anxiety has overwhelmed and overpowered me.

I have been approaching this as a time management issue, but it isn't. It has more to do with Maslow's hierarchy of needs. I don't have a time management issue; I have a security issue. I've been working a half-time job trying to cobble together the other half for 7 years, and I can't afford to do that long term. In fact, I can no longer afford to do that in the short term. That hurts the church, that hurts my career, that hurts my family, and that hurts me.

I can't continue this way, it is destroying me, and over time will become a cancer. It's been 7 years and I have to ask the question; do you want me here long term, be honest. And if yes, how are we going to do that understanding that half-time wages cannot sustain me.

And I make one more request, remember during this conversation, this is my life, this is how I take care of my family, it's how I buy food and pay my bills. I love this church, but I have a commitment to my faith and my family too. I am 42 years old, and at this time have no retirement and no savings. All I have is a call, and I would like that call to be realized here. But that requires commitment on both sides. I am willing, but half time Ministry is not a long-term solution for any of us; So, how do we get where we are going, together?