

USG Board Meeting : August 11, 2011

Attending: Board Members: Mary Lee Keane, Betsy Gabriel, Norman Matlock, Tom Ott, Mark Bernstein, Linda O'Gynn, Walt Ceglowski, Andrea Parry, Leni Windle

Non-Board Members: Kent Matthias, Scott Murray, Lee Meinicke

Treasurers Report:

Treasurer Lee Meinicke reported that an expense was double counted in the previous budget report resulting in an increase in available funds. However, Lee also reported that cash flow is poor at this time.

Old Business:

Loan from Church members to fund Sullivan Chapel renovations:

Concerns were raised about the revised draft loan documents prepared by Church counsel increasing the loan term from 5-years to 15-years and providing that the loan would be unsecured.

A motion was made and seconded:

- Return the loan term to 5 years with a balloon payment at the end of the term as originally contemplated.
- All income from the apartment on the second floor of the Austin Youth Lodge will be used to repay the debt.
- Sufficient funds at any given time will be segregated within the Consolidated Investment Funds to repay the loan in full (including interest required under the loan documentation.)

The motion was passed unanimously.

Norman Matlock and Tom Ott will oversee the program.

Approval of Minutes:

Wording of minutes was corrected and minutes were approved.

Nursery School:

Andrea Parry noted that stated that in April the Board of Trustees authorized the appointed subcommittee to negotiate a 10-year lease with the Cooperative Nursery School(NS) in exchange for improvements the NS proposed to make to the Youth Lodge at its own expense. The school has since requested a 15-year lease, or, failing that, a 10-year lease with a rebate at the end of the lease term in the event that USG opts not to renew the lease at that time. The purpose of the rebate would be to repay a portion of the expenses the NS will incur in making the improvements. Andrea asked for feedback on the proposal and the authority to negotiate either a 15-year lease or a 10-year lease with rebate if USG opts not to renew.

Motion was made and seconded:

The negotiating committee is authorized to negotiate a 10-year with the provision that in the event that USG decides not to renew the lease after 10 years, it will reimburse the school and amount to be negotiated up to \$4000 for monies spent by the NS on renovations. Reimbursement will not be provided if NS decides not to renew the lease.

The motion was passed with 8 in favor and one abstention.

The board then went to Executive Session.

## Continuation of Reports from the Board Retreat, July 30, 2011

### DNA Project:

Linda O'Gwynn presented an overview of the DNA project. At this time the project is only looking at what action to take. It is a work in progress.

### Personnel Report:

Betsy Gabriel presented a report on the Premium Only Plan which is a cafeteria benefits plan that would benefit staff financially.

A motion was made and seconded:

- We will endorse a cafeteria plan Premium Only Plan to benefit employees.

This motion was passed with 8 voting for and one abstaining.

For this we will be purchasing documentation from Core Documents, Inc.

Betsy also presented information on Fair Compensation.

USG has met most requirements and are considered a Practicing Church by UUA.

A question was raised regarding whether USG should pay for long term disability insurance for its employees. It maybe argued that USG's policy is ambiguous as to whether USG should pay for it or or merely provide access to insurance which employees can opt to pay for themselves. The issue will be referred to the Personnel Committee for a recommendation.

### Board Procedures:

Although they were not discussed at the meeting due to time constraints, Mary Lee stated that she was going to implement the Board Procedures proposed by Mark Bernstein (attached to email of July 9, 2011) unless there were stated objections. Unless she hears otherwise by Tuesday, August 15, 2011, Mary Lee will assume that we have agreed to the procedures as stated.

Respectfully submitted,

Leni Windle  
Secretary