

UNITARIAN UNIVERSALIST CHURCH OF SARASOTA

BOARD OF TRUSTEES

Meeting Minutes December 18, 2018

Attending: Ward Pallotta, Dale Anderson, Ava Whaley, Sharron Howard, Claudia Holtzclaw, Ed Loomis, Anne McFarlane, Bob Kester, Dick Happy, Mary Lou Keller

Staff: Roberta Druif, Roger Fritts, Catherine Bonner

1. Welcome & Check In: Ward opened the meeting at 7pm. Members shared one or two words of well-being. Ward read from A Christmas Prayer, by UU Rev. Maureen Killoran, in which she gave the reader the gifts of courage, connection and community in lieu of gold, myrrh and frankincense.

2. Review/Approval of Minutes: The minutes of November 20, 2018 were approved as submitted.

Administrative Reports

3. Finance/Treasurer's Report Dick Happy brought the following Finance Committee recommendations to the Board:

The 2018-2019 UUCS budget should be amended as follows:

1. The pledge income line item should be reduced from \$536,000 to \$490,000.
2. The receptionist salary and benefits line items should be reduced to \$0.
3. The assistant custodian salary and benefits should be reduced from a year to three months.

A motion to adopt the proposed amendments was defeated. (The Board decided that amending the budget at this late date would destroy the history of the current budget.)

While the motions from the Finance Committee were defeated, Dick noted that there is a reduced projection for pledge income and that we will be accounting for part of that reduction by not filling the receptionist position and by using only part of the assistant custodian position salary and benefits. In addition, we will not be filling the proposed part-time minister this fiscal year at a savings of over \$40,000. While there are still many budget uncertainties, it is possible that we will end the year with a surplus. If that happens, and we hire a part-time minister in the next fiscal year, Dick recommends that we put any surplus money toward the hiring of a new minister by using it for non-recurring expenses such as ministerial relocation (\$8000) and office reconstruction (\$5000).

4. Religious Education: Catherine is making an effort to involve parents, with and without children in the RE program. She will work with Claudia and Mary Lou on this important Board goal.

Old Business

5. Ministerial Search: Dale updated the Board on the Ministerial Search. He reported that three strong candidates for this PT position have been identified and will be further vetted. The Search Committee will present their final choice to the Board for approval. Hiring will be for August unless an earlier start date is agreed upon by the Board.

6. Logo: Ward, after tracking down the artist who designed our logo and getting his “blessing” on our using it, asked for **a motion to accept this logo as our official logo was made and unanimously passed.** Changes to business cards, letterhead and consistency in its use are required.

7. Volunteer Appreciation: Ava reported that April 14, 2019 will be Volunteer Appreciation Day. Roger has agreed to, as much as possible, incorporate the theme of giving, volunteering, selflessness, doing for others, involvement etc. in the sermon and readings. At both services, volunteers with 20+, 15, 10 and 5 years of service will be asked to stand and remain standing for recognition by the congregation. A “We Love our Volunteers” cake will be served after each service. Members with 5 years or more of volunteer service can pick up a ribbon that will affix to their name tag in the courtyard after the service. A volunteer is defined as a friend or member who performs a specific task/function for the church.

8. Board Projects/Goals 2018-19: Dale reviewed the status of the thirteen projects identified by the Board as priorities for the church. Several projects have been completed with others in progress. The decision was made to bring in non-Board members to serve on a long-term planning committee to formally evaluate growth accommodation options. Dale distributed the Policy Manual and asked Board members to read it and report any errors, inconsistencies etc. to him. He will present it in February. **A motion was made and unanimously approved spend up to \$1500 to hire an HR professional/attorney to insure we are compliant with Florida employment laws.**

9. Safety and Security: Roberta reported that many members of the congregation are uncomfortable with the idea of an armed officer present at our services. Our open campus leaves us vulnerable to intruders and not taking precautionary measures may leave us open to liability. The decision was made to survey several other churches in the area to see how they are dealing with issues of security. A written security policy is needed.

New Business

10. Contact in Order of Service: Roger led the Board in a discussion of eliminating the print version of Contact in our Order of Service – both for time saving, environmental and cost savings. He mentioned that other churches do not insert a print version of this weekly calendar. Some print versions will be available in the back of the sanctuary each Sunday, the list is emailed weekly, and it appears on our website. **A motion was made to cease inserting Contact in the Order of Service beginning next year, with an announcement from the Pulpit in early January. The motion passed unanimously.**

11. Minister's Housing Allowance: The following resolution was adopted by the Board:

Whereas Thomas Roger Fritts is compensated by UUCS exclusively for services as a minister, it is hereby resolved that of the total compensation paid to Rev. Fritts for calendar year 2019, \$42K is hereby designated to be a housing allowance.

The meeting was adjourned at 8:30 pm. Holiday treats and good cheer followed.

The next Board Meeting will be held January 15, 2019

Respectfully submitted,

Ava R Whaley

