

UUCS Board of Directors Meeting

Attending:

Lynn Cardiff
Robin LaMonte
Lisa Marcus
Sara Pickett
Ben Cavaletto
Tracy Boyle
Christine Ertl
Lorna Youngs
Rick Davis

Guests

Craig Rowland
Molly Brown
Bob Muir

The meeting was called to order at **5:33** p.m.

Chalice Lighting & Centering Thoughts: Christine
The chalice was lit and centering thoughts were provided.

Reports:

Treasurer Report

The November report was included in the packet. Lorna took questions. She pulled out the membership team as a separate listed item in this report. She reports that we are still sitting on a net positive ending balance. Christine asked how to find rental and fundraising income amounts in the budget. Lorna said income from rentals is reported in the "other income" category. Lorna will give an update on the pledge drive at the next board meeting.

Lifespan Religious Education Monthly Report

The monthly report was in the packet. Lynn mentioned a few of the ongoing activities.

Facilities Team Report

The report was included in packet. No questions.

Music Team Monthly Report

No report was received. Music program is working on rebuilding the choir; the team has not met this month so there is no formal report.

Social Justice Team Report

The monthly report was received by email and then included in the report. Lynn pointed out several recent activities.

CHR Report on new salary Guidelines

This report was included in the packet. Craig is prepared to send the Board copies of the PDFs that explain these guidelines, which Craig summarized in this report. Sara asked about whether employees could be paid by the event and not by the hour, for example, the accompanist. Lorna said the accompanist used to be paid via contract, but it was switched to hourly wage based on IRS guidelines. Ben asked about whether we are considered church size "C". Craig explained that this size is our goal, and these salary recommendations are also what we are trying for. Craig addressed that some of our salaries are perhaps a bit lower than what is hoped for. Robin stressed that what we pay is based on what we have funds for.

Lorna recommends putting the issue of salaries as a future retreat topic.

Committee on Ministry Quarterly Report

The report was included in packet. Lynn wants to add a discussion of part of this report to a future retreat.

Christine moved and it was seconded to acknowledge the reports as received. The vote was unanimous.

Board Action Items – None this month

Information:

Status of UUCS involvement in the Article II Study Commission (B.Muir)

UUCS committee on this includes Bob Muir, Barbara Stebbins-Boaz, Joel Martin and Sara Pickett. Bob, Barbara and Sara all participated in one of the online forums. Bob reports that most of the participants were critical of the revisions. Bob and Sara hoped to convey information in the newsletter. They are still figuring out how to bring this to our UUCS congregation. They want to be objective and clear in what we represent. One of the difficulties is how to explain the Article II to RE. Rick says he hopes it stirs up a rich discussion. Bob mentioned that they will need more people besides the four of them to get the word out to our congregation. Rick recommends that the COM can help with this process and Rick will ask them at the next meeting.

Robin asks what the Board can do. Bob recommends that we read the Newsletter article and follow the links. Bob thinks it needs to get on the calendar ASAP before it too much time passes.

Building Security Report and Safety Commission Update

Christine reminded us that the Safer Congregations committee is looking at dealing with disruptive behavior and is not involved in general building security. Lynn read a summary from Stephanie J. regarding this committee.

A Security Team is being formed to deal with general building security.

Molly Brown reported on the Kaleidoscope break-ins. The farthest yurt out has been vandalized. The police have been involved. Kaleidoscope has installed 7 cameras. They hired a security company to come and patrol several times a night. Valuable items that were in the yurts are now stored inside the building. The intruders appear to access the yurts from Bateman woods. It is about \$500 per month for the security checks. Kaleidoscope may ask UUCS to share some of this cost.

Lorna, as treasurer, feels there should be a more formal proposal from Kaleidoscope. Robin reminded us that whatever UUCS does has to be within the confines of the contractual relationship.

Christine feels that this should be a future retreat topic. Because part of the issue involves church property, we need to look at this further.

Update on Strategic Plan Process

Sara and Robin met with team council on December 11 and discussed the four long-term goals. Sara feels that each of these needs to have short-term goals underneath which may vary for each team. Team council members will send Sara their ideas which will be discussed in January. This will be in preparation for when the new vision and mission statements are in place. It is a work in progress. One of the goals is to have documentable outcomes.

There was a brief discussion on who comprises the team council.

Use of Bequests and other funds for facilities maintenance

Robin reports that we have some resources available to address some of the deferred maintenance projects. Tracy asked about the \$45,000 from the estate of Cathy Alcott which the bequest stipulated must be used for music related expenditures. There have been some estimates for carpeting and for air-conditioning. Rick feels adding air conditioning would be a huge benefit for

summer use of the sanctuary. Ben also mentioned Kaleidoscope having to close when it gets too hot. The facilities team is requested to provide the board with estimates on the carpeting and air conditioning options. Once we have an idea for costs, the finance team can explore what funds will be available to finance projects.

Housekeeping

New agenda Items - None

Thank you notes -

Article II team for all their work
Women's Alliance for holiday decorations
Doc (does all the slides)

Consent Agenda

November Board Meeting Minutes. There were no revisions to the minutes. Christine moved and it was seconded to approve the items on the Consent Agenda. The vote was unanimous.

Assignments and Upcoming Events

- January Chalice Lighting - Chris
- Board Retreat - None in December
- Executive Committee - January 2 @ 5:30 p.m. (Zoom)
- Next Board Meeting - January 9 @5:30 p.m. (Zoom)

The meeting was adjourned at 6:58 p.m.