

## *Unitarian Universalist Congregation of Columbia*

### *Board of Trustees*

#### *Minutes of February 20, 2019 Meeting*

##### **Attendance**

Tim VanDenBerg (President), Bob Whitaker (Treasurer), Bob Gillespie (Secretary), Linda Brennison (President-Elect), Jeanette Walton, Terrence Sullivan, Mary Maclachlan, Richard Culler (Past President), Richard McLeod and Pat Mohr

Also: Rev. Stephen Robinson

Absent: Caroline Eastman (*Ex Officio* as Chair, Finance Committee)

##### **Call to Order**

Tim VanDenBerg called the meeting to order at 6:30 p.m. Mary Maclachlan conducted a reading and lighted the chalice. The Board Covenant was recited by those present.

##### **Approval of Minutes**

Minutes of the January 16, 2018 meeting were approved by voice vote.

##### **Staff Reports**

Linda Brennison reported on a Liaison to Staff Report on the Feb. 7 meeting with staff, during which they were asked to attend a March 2 Threat Assessment Meeting. Staff members were also each asked to propose three items of importance they would like to see at UUCC, and 18 proposals were made. Linda praised the “fantastic staff” for its work and proposals.

##### **Treasurer’s Report**

Bob Whitaker reported excess revenues remain down compared to this point a year ago. Total revenue as of Jan. 31, 2019, is \$9,011 over plan (61.98 percent), compared to \$20,861 over plan at this point a year ago. Bob reported a positive variance of \$46,071, which must be applied toward last year’s shortage of \$10,389, as well as costs for a Contract Minister.

Bob also reported a shortfall in Shared Plates of \$587 toward a commitment of \$1,165, and \$2,400 shortfall in the Construction Fund, including the \$17,000 owed to Phil and Lis Turner per their loan. If all pledges are realized, the \$13,800 would not be enough to replay that loan.

##### **Committee Reports (for information)**

Richard McLeod said the Worship Committee had concerns that portions of Sunday services are running long, notably announcements, chalice lightings and Candles of

Community. Tim VanDenBerg requested the Worship Committee continue to study the issue.

Linda Brennison reported on a request from the Kitchen Committee that it become a subcommittee of the Caring and Hospitality Committee. The Board approved the proposal and budgets of the two committees will be combined for 2019-20 fiscal year.

### **Other Business**

Richard McLeod discussed recent conversations during UUCC services that might be seen as “micro-aggressions” toward certain groups such as Muslim women with respect to their attire. The Board approved April 7 as the date for a Congregational Conversation on treating all UUCC attendees with respect and dignity, and ensuring UUCC is a safe haven to discuss opinions.

Linda Brennison led a discussion on the 2019 Pledge Drive Kickoff, scheduled for March 17 after Sunday services. A goal of \$225,000 was agreed upon by the Finance Committee, with a theme of “Dare to Dream.” The committee also will present Chalice Lightings during March.

Pat Mohr led a discussion on using spray paint on the sanctuary windows to block the sun. She said the paint can be removed if necessary. There was more discussion concerning liability during the application process on higher windows. More study was recommended.

Richard Culler reported on Bill Dolley’s work in repairing floors, the addition of a new compost bin outside the kitchen, and said the kitchen refrigerator and freezer have been repaired.

### **Gender-Neutral Bathroom**

Richard Culler said wording for gender-neutral restrooms signage will urge attendees to use the restrooms of their choice. Proposed wording for the signage is: “Gender diversity is welcomed here. All are welcome to use the restroom that best fits their identity.”

### **Door Codes**

An earlier report by Donald Griggs of the Technology Committee indicated a decision is needed on how codes will be assigned and who will assign them before current rules on the codes are changed.

### **Threat Policy & Training (CFTs)**

Tim VanDenBerg reported on his continuing study of Cross Functional Teams (CFTs) to carry out functions across committee lines in place of ad hoc committees. Tim discussed how these might work under the UUCC system of governance, and questioned whether a formal change of the UUCC bylaws would be needed, as well as how CFTs might improve efficiency in governance and sustain projects. A matrix of potential cross-responsibilities from existing committees was presented to the Board for further study.

### **Executive Session**

The Board voted to go into executive session at 8:30 p.m. to discuss personnel and legal matters. Rev. Stephen Robinson was excused from the meeting.

### **Adjournment**

The meeting was adjourned at 8:45 p.m.

Submitted by: Bob Gillespie, Secretary