

Unitarian Universalist Congregation of Columbia

Board of Trustees

Minutes of March 20, 2019 Meeting

Attendance

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

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

Call to Order

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

Approval of Minutes

Minutes of the February 20, 2018 meeting were approved with corrections.

Staff Liaison Report

Linda Brennon reported on the March 7 meeting with staff. Items discussed included Donald Griggs' preparation of a DVD of the March 2 Active Shooter Training, and an audio version of the Trans Talk Panel Discussion for the UUCC website; Andrea Dudick's preparation of pledge cards; the creation of a new password for Zoom Meetings; the April 7 Congregational Conversation; Bill Dolley's placement of toilet paper dispensers in the women's restrooms.

Treasurer's Report

Bob Whitaker reported excess revenues remain down compared to this point a year ago. Total revenue as of Feb. 28, 2019, is \$2,592 over plan (67.72 percent), compared to \$15,124 over plan at the same point a year ago. Bob reported a positive variance of \$41,839 in February, compared to a \$20,493 positive variance in the last fiscal year.

Bob also reported pledges are at 69.91 percent, which is lower than last year's 73 percent. Total dollars in 2017-18 were \$14,847 higher than currently. Non-pledge giving is at 29 percent of plan, or \$4,110 short. Plate collections and Share the Plate remained short by \$1,172 and \$548 respectively. Building rental revenue has recovered and is at 68.76 percent.

Total expenses were \$41,041 under plan, with the aforementioned positive variance of \$41,839.

Executive Session

The Board entered executive session at 7:25 p.m. to discuss financial matters. The session ended at 7:47 p.m. A second executive session to discuss personnel began at 8 p.m. and ended shortly thereafter.

Committee Reports

Linda Brennison said a slate of nominees for 2019-20 for leadership development has been compiled and a new chair will be elected.

Richard McLeod said the Worship Committee has scheduled speakers for Sunday services through June.

Gender-Neutral Bathroom

Mary Maclachlan moved to approve signage language for gender-neutral restrooms, which will read, "Gender diversity is welcomed here. All are welcome to use the restroom that best fits their identity." She also moved that Building and Grounds be directed to come up with an artistic rendering for the signs. The motion was passed by voice vote.

Old Business

Tim VanDenBerg led a discussion on Cross Functional Teams (CFTs) and outlined areas these would work on. Possible CFTs would study security, communications, ministry, governance and long-term planning.

Tim asked if the number of committees could be cut and the UUCC organization restructured. There was also discussion of building a capital reserve fund to hire associate ministers and pay for security, maintenance and other needs. The Board resolved to do more study on CFTs.

On another matter, Time requested that Building and Grounds provide estimates for exterior lighting, tinting for sanctuary windows and repairs to broken flooring, using bonded labor. Caroline Eastman said B&G will do so.

Pledge Drive

Linda Brennison reported that \$86,613, or 38.5 percent of the 2019-2020 pledge goal, was pledged during the previous Sunday's pledge celebration. She said pledge cards that were not picked up or filled out that day will be mailed to members. Joe Long is tasked with creating a spreadsheet for the 2019-2020 budget.

New Business

Caroline Eastman proposed that money be allocated for emergency equipment, specifically for a defibrillator and trauma kits. Emilio Perez Jorge and Nancie Shillington-Perez pledged \$500 toward the purchase. The Board approved an additional \$1,500 using the Board discretionary fund. Emilio Perez Jorge will be asked to research prices.

Discussion was held on the question of members carrying concealed weapons during worship services.

Also, there was discussion of hiring a DRE for the 2019-2020 school year, and agreement that the Board hopes to have someone in place no later than September.

Adjournment

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

Submitted by: Bob Gillespie, Secretary