

Unitarian Universalist Congregation of Columbia

Board of Trustees

Minutes of October 21, 2020 Meeting -- **FINAL**

Attendance

Rod Brown (President)

Pat Mohr (President-Elect)

Jeanette Walton (Treasurer)

Beth Ann Rocheleau (Secretary)

Linda Brennison (*Ex Officio* as Past President)

Caroline Eastman (*ExOfficio* as Finance Chair)

Jessica Kross, John Logue, Deb Matherly, Jonathan White, Tiffany Rushton (Trustees)

Karen Brown (Guest)

Scott Sargent (Director of Religious Education, Guest)

Call to Order

Rod Brown called the meeting to order at 6:45 p.m.

Rod Brown lit the chalice, reading from Alfred Storer Cole. "Who Guides Them," 1968.

Rod Brown led the Board Covenant.

Consent Agenda

The Board approved the agenda and the consent agenda.

Prior Meeting Minutes

The Board approved the September 2020 Minutes

Treasurer's Report – overview of prior fiscal year, and presentation of September Financial Statements

Jeanette Walton noted that there are no anomalies from expectations, PPP funds are nearly depleted, and PPP funds made a significant difference in our ability to meet cash flow. Our recent small net positive monthly cash flow will go negative once PPP funds are fully depleted. No new revenue will be forthcoming from PPP funds or from Wake Now. We must be careful going forward.

The Board discussed upcoming year-end bonuses, noting that we must be aware of both the bonus sums, and also the FICA expenses associated with the bonuses. Rod Brown will contact Personnel Committee Chair to ask that bonus recommendations for staff be submitted to him before the November 18th Board Meeting so decisions can be made then about bonuses.

OLD BUSINESS

Conflict Resolution Workshop

Suggested dates for the workshop are anticipated from Minister prior to November meeting.

Continuity of Operations Plans

Linda Brennison reported that we are missing continuity plan documents from a few individuals. She will reach out to them personally.

Insurance

As requested by the Board, the Finance Committee met to review our current insurance policy. Caroline Eastman, Finance Committee Chair, reported that things are on track, with several loose ends that will require attention of the Board at the November or December meeting -- these include risk and coverage cost analysis questions, valuation of the building, and other items.

Homeland Security Grant

We were awarded a \$83,230 Homeland Security grant (FEMA funds via SLED) for use in improving security of the building to achieve several National Preparedness goals (e.g., physical protective measures to include hardening of the landscape perimeter to protect from unauthorized egress of vehicles and personnel that would endanger church personnel and the congregation, and internal improvements to impede/protect from external threats.)

Joe Long, Grant Project Manager reported via Linda Brennison that we are awaiting a SLED approval. It is anticipated things will proceed as anticipated.

Review of Facility Closing Plan

Linda Brennison noted that the Closing Statement adopted by the Board in June calls us to re-evaluate the closing policy at the October meeting. The Board discussed the question extensively, including CYRE needs, the need to balance safety with the desirability of community connection, liability issues, and whether gatherings might be permitted on-site without building access, or only offsite. The Board agreed that an ad hoc committee made up of Linda Brennison, Pat Mohr, and Beth Ann Rocheleau will work on language for an update on the policy to be submitted to the Board as soon as possible for a vote via email.

NEW BUSINESS

CYRE Caravan Proposal

Scott Sargent, Director of Religious Education, joined the meeting to present a proposal: "Safe Outings for CYRE Students During the COVID-19 Pandemic." The Board discussed the proposal in detail with Scott, noted that our insurance policy covers us for offsite event liability, approved the caravan event(s), approved the general approach to the question, and welcomes proposals for additional CYRE events/activities in the future to be decided on a case-by-case basis.

Widening the Circle

Kathy Farnsworth, Social Action Committee, Laura Hartwig, Publicity Committee, Jeannette Walton, Forum Leader, and Kevin McKinney, Green Team Committee chairs, together with Deb Matherly, Trustee, submitted a request that the Board to support a Widening the Circle initiative, anti-racism actions, and possible adoption of 8th Principal. Rod Brown and Linda Brennisson developed a document titled: "Amended Actions for Encouraging Anti-Racism, Widening the Circle and Reviewing the Proposed 8th Principle," dated October 19, 2020. The Board agreed to accept the document and the action items contained therein. Board Members, Committee Chairs, and Board Liaisons are encouraged to follow up with action items as noted within the document.

Chalice Lighter for September

Pat Mohr volunteered to be chalice lighter for the November meeting.

Adjournment

The meeting was adjourned at 8:49 p.m.

Submitted by: Beth Ann Rocheleau, Secretary