

# ***Unitarian Universalist Congregation of Columbia***

## ***Board of Trustees***

*FINAL Minutes of February 16, 2022 Meeting -- submitted to President on February 16, 2022. President will then distribute to attendees. The final version will be approved with or without revision at the March 2022 meeting. On approval the final minutes will be submitted by Secretary to Lis Turner with copy to Pat Mohr.*

### **Attendance**

Pat Mohr (President\*)

Deb Matherly (President-Elect\*)

Beth Ann Rocheleau (Secretary\*)

Ginny Verne (Treasurer\*)

Rod Brown (*Ex Officio* as Past President)

Linda Brennison (*Ex Officio* as Finance Chair)

Jonathan White, Emilio Perez-Jorge, Caroline Eastman, Jean Capalbo, Tiffany Rushton, (Trustees)

Rev. Stephen Robinson, Joe Long, Bill Dolley (Guest(s) -- continuously, briefly or intermittently)

Absent: none

\*Executive Committee

**Call to Order:** Pat Mohr called the meeting to order at 6:41 p.m.

**Chalice Lighting:** Ron Brown lit the virtual chalice

**Covenant:** Pat Mohr led the Board Covenant.

**Additional Items for Agenda:** yes, added below

**Motion to Approve Agenda:** motioned, seconded, approved

**Motion to Approve Prior Meeting Minutes:** motioned, seconded, approved

**Motion to Approve Consent Agenda with Treasurer, Financial Statement, DRE, and Committee Reports:** motioned, seconded, approved

## **BUSINESS ADDRESSED BETWEEN MEETINGS**

**Between the January 2022 BOT meeting and the February 2022 BOT meeting the following decisions were made, after a vote was held by email:**

In accordance with the UUCC Personnel Manual, UUCC granted medical leave to Scott Sargent for the period comprising Jan 6<sup>th</sup> – March 31<sup>st</sup>. The Board approved the appointment of McKenzie Scott to the Acting CYRE Director position effective January 23 (and continuing until the CYRE Director returns from leave) at a pay rate equal to the CYRE Director pay rate for the period during which she is Acting CYRE Director. FICA expenses for the position will increase, and all benefits linked to rate of pay will change to be consistent with UUCC policies. The Board approved as many as 10 hours additional hours per week (20 hours per two-week pay period) for the period during which Ms. Scott is Acting CYRE Director. Discussion included a request that the Personnel Committee provide guidance to Ms. Scott around specific and measurable goals for the period. Emilio Perez-Jorge will notify the Personnel Committee Chair, and the Personnel Committee Chair will inform Bookkeeping and Ms. Scott.

## **OLD BUSINESS**

### **Sunday Lock-Up Assignments**

February 20: Jean Capalbo

February 27: Linda Brennison

March 6: Deb Matherly

March 13: Emilio Perez-Jorge

March 20: Ginny Verne

March 27: Linda Brennison

April 3: Jonathan White

April 10: Pat Mohr

April 17: Deb Matherly

Secretary has reported these dates to Joan Watterson at the request of the Board

### **Retreat**

The Secretary asked that a comment be included in tonight's meeting minutes to officially record that the February 5<sup>th</sup> Board Retreat was robust and that the participation of all was much appreciated.

### **Ad-hoc Committee to Address Pandemic Issues Affecting Our Community**

At the January meeting the President appointed Emilio Perez-Jorge to develop an ad-hoc committee comprising 4-5 members, himself included, to consider and address upcoming issues around the pandemic; specifically, to address questions about re-opening and the like as these may arise. Emilio Perez-Jorge updated the Board tonight to report that Marc Drews and Tim Van den Berg have agreed to participate. Emilio will also reach out to Barbara Beeler and Jonathan White's spouse to request their participation.

### **Soffits**

Linda Brennison, as Liaison to the Building and Grounds Committee, alerted the Board in January to expect at the February meeting a request/recommendation to consider an expenditure that appears to be necessary, and which is not included in the current fiscal year spending budget. Bill Dolley reported to the Board that the soffits require repair, bids were collected and he recommends that the Board approve the recommendation of the Building and Grounds Committee that we contract with Midstate Roofing for the repairs. Ginny Verne reported that the funds are available. The Board accepted the recommendation and requests that Building and Grounds proceed as recommended. Pat Mohr will sign the contract.

## **NEW BUSINESS**

### **The 8<sup>th</sup> Principle**

A letter from the UUA on the 8th Principle will be shared with the congregation via the Unigram, eblast, OoS, & our website. The letter can be accessed here: <https://www.8thprincipleuu.org/background-nav>

### **Security Grant Update**

Joe Long addressed the Board to note that bids for work on the security wall are so far much higher than the estimates on which the grant was based. We will consider alternatives to the wall. Secretary will explore options for bollards with sleeves that might work, and will provide these to Joe. Joe will submit claims against the grant funds for expenses paid to date.

### **Green Committee Congregational Letter**

Caroline Eastman presented a letter the Green Committee recommends we agree to participate as organizational signatories. The letter is a call to President Biden to "Build Back" Fossil Free. The Board discussed whether we might sign as a congregation or as a board. The deadline for letter submission is February 18<sup>th</sup>. The Board decided to sign on in the name of the UUCC Board. Pat Mohr will sign the letter on behalf of the Board.

### **Use of Social Hall for Pledges**

On behalf of the Finance Committee, Linda Brennison asked the Board to weigh in on the possibility of setting up tables inside the social hall on March 6<sup>th</sup> for pledge drive activities. Masks will be required inside, and if food is offered it will be offered outside on the patio. The Board agreed.

### **Personnel Committee Update**

Reverend Stephenson reported the wonderful good news that Andrea Dudick has agreed to remain as our Administrator. The Finance Committee will be considering, with input from Personnel, the issues related to redistribution of responsibilities in the role. It was noted we are grateful to all involved. Further, Pat Mohr will work with Ginny Verne on issues around staff-appreciation, March 13.

### **For Next Meeting Agenda**

--Strategic Planning

--Consideration of in-person committee (and other) meetings with recommendations from Ad-hoc Committee to Address Pandemic Issues Affecting Our Community

### **Reminder**

Annual Budget Review Meeting will be held on Friday, May 20, 2022 and 7:00 p.m.

Annual Meeting of the Congregation will be held immediately following the Sunday service on May 22, 2022.

**Chalice Lighter for March 16, 2022 meeting:** Linda Brennison

**Adjournment:** The meeting was adjourned at 8:28 p.m.

Draft Submitted by Beth Ann Rocheleau, Board Secretary, to Pat Mohr, President

February 16, 2022 at 10:03 p.m.

Final Submitted by Beth Ann Rocheleau, Board Secretary, to Lis Turner with copy to Pat Mohr, President

March 16, 2022 at 10:45p.m.