

Unitarian Universalist Fellowship of Columbia

Meeting of the Board of Trustees 5/8/00

**Present:** Carnesale, Cooper, Dickey, Glad, Johnson, Kyle, P. Mohr, Price, Sparrow Wenerick

**The meeting was called to order at 6:05PM.** Ann Johnson read the opening words. The minutes of the 4/10 meeting were approved without change.

**The Budget for 2000-2001** was reviewed by Terry Shaw. During the past year, pledges were exceeded by \$8000. Terry proposed that a \$5000 carryover be distributed among the committees.

The budget allows for a 3% raise for all staff except the custodian who receives a sum of \$400 (5 ½%)

**It was moved (Glad) and seconded (Dickey) that the budget be accepted. The motion passed unanimously.**

#### **Treasurer's Report**

The overall picture was good. Pledges are ahead of schedule.

A financial statement of liquid assets as of 4/30/00 was distributed. It showed primary checking: \$12,086, savings \$5,540 and Certificate of Deposit \$10,000. This is an increase of \$20,627 since 6/30/99.

A proposal that the collection for a 5<sup>th</sup> Sunday of the month be used for charity was discussed. No decision was reached.

#### **By-laws**

A discussion of the by-laws was lead by Mark Tompkins. The issue was an increase in the amount of money that can be moved by the Board without congregational approval. The increase was felt appropriate considering inflation as the amount in the by-laws was set many years ago. The figure of 5% of total budget is recommended by the UUA. Mark will draft the appropriate language to present to the annual meeting.

#### **MRC proposal**

Patrick made a proposal that the conflict resolution workshop recently attended by Jo Connor, Janet Swigler and Joe Watterson be offered at UUFC in the fall. **It was moved (Dickey) and seconded (Glad) that the feasibility of holding the conference at UUFC, including the cost of a facilitator will be explored. The motion passed.**

### **Personnel Committee**

A job description for the UUFC administrator was distributed. Mark Tompkins enumerated three goals of the committee. The first is to use the job descriptions to work into the larger process of developing an employee manual.

The second was to bring to the Board the idea of salary equity for all employees, asking the Board to take on that challenge. The concept of merit raises was discussed. It was pointed out that the concept is irrelevant until one reaches equity. MRC and RE committees serve as advocacy groups for those staff positions. The administrator has no advocate.

The third focus was on professional development as part of compensation. Ann Johnson pointed out the need to educate the congregation on these issues. Mark will return in August or September with an update on the employee manual and possibly a discussion of a grievance process.

### **Art Objects**

The dealer that UUFC approached to handle the sale of the paintings left by Annie Paul Quinsac declined. **It was moved (Sparrow) and seconded (Kyle) that the paintings be referred back to the Finance Committee for sale or disposal. The motion passed.**

### **Minister's Report**

The focus of Patrick's report was the canvass. He suggested an every member canvass as suggested by the UUA Canvass Handbook, the Blue Book. He further suggested that we retain an outside consultant (cost \$1-3,000) to help organize and support the canvass. It was also suggested that the Canvass Committee should function year round. Rusty will carry these suggestions to the Finance Committee.

Rusty agreed to bring refreshments to the June meeting. The meeting was adjourned at 8:10PM.