

Unitarian Universalist Congregation of Columbia

Board of Trustees

Minutes of December 13, 2017 Meeting

Attendance

Richard Culler (President), Tim VanDenBerg (President Elect), Sandy Chubon (Secretary), Bob Whitaker (Treasurer). Members at large: Linda Brennison, Rod Brown, Mary Maclachlan, Emilio Perez-Jorge, Cheryl Soehl, Phil Turner (Past President), Joe Long (Chair Finance Committee), Rev. Jeff Liebmann.

Call to Order

The meeting was called to order by Richard Culler at 6:30 PM. Linda Brennison lit the chalice and provided a reading. Members re-affirmed their Covenant with one another.

Approval of Minutes

The minutes were approved with one correction.

Staff Reports

Reports were accepted from the DRE, the administrator, and the minister.

Treasurer's Report

Income continues to exceed projections. The Capital Campaign Fund now contains \$134,760. Currently we have a positive variance of \$14,966.

Bob noted that the Minister's Discretionary Fund is low and the holidays may bring more requests than usual. He proposed that we make \$500 available to that fund until January when it should be replenished as the Share the Plate recipient. Trustees agreed to that plan.

UNFINISHED BUSINESS

Building Renovations The bids from both contractors are about \$100,000 higher than our anticipated funding. A major factor is the cost of labor. Many construction workers from this area have migrated to Florida, Texas, and other areas of the southeast to work on hurricane and flood damage there. Local contractors have to pay more to keep their workers. Predictions are for that effect to persist for 2-3 years. Both contractors are willing to lower the cost of our renovations by reducing the scope of the project. They have agreed to submit more detailed cost breakdowns.

Meanwhile, Carolyn West and Richard met with a contractor to inspect the RE wing. He reported that the building is not about to fall down as some have suggested. It does have some issues and he made recommendations for addressing those. The B&G Committee should be able to address those within their maintenance budget.

Confirmation of an e-mail vote Holiday bonuses for staff serving longer than six months were approved in accordance with Board action in recent years.

UCC Governance Status Update Jeff continues to meet with the ministry committee chairs on committee nights once a month.

2017-18 Board Goals Richard had planned to have a board member serve as champion for each specific goal and to hear reports on each goal monthly but that is proving to be difficult. No one volunteered to work on a board manual. Phil is working on the Shelter Rock Endowment Program. Linda and Bob expressed an interest in the ministerial installation. Board members thought the Leadership Development Committee should be involved in the leadership enhancement goal; two board members serve on that committee. Linda agreed to look into what ministerial installation will involve.

Retention of Members Richard collected everyone's suggestions/ideas after last month's meeting but he did not forward that information to anyone. The Trustees are curious about why people quit attending and why they leave the congregation. They have heard complaints from people who missed services and no one ever contacted them to see why they had stopped coming or to see whether they needed anything we could provide for them. This led to a discussion of ways that board members and membership committee members could track the attendance of groups of people to keep in touch with people who quit attending. Other ideas have also been suggested. It was agreed that Mary and Linda will come to the board meeting in January with a plan to address this goal.

Board Member Welcome & Announcements Phil is revising this document. He has circulated his work and wants input from Trustees by the end of this week.

NEW BUSINESS

Suggested Firearms/Weapons Policy Cheryl collected and circulated some information about these policies for churches. Questions arose about whether we want to just ban guns or do we also want to ban weapons and, if so, what is the definition of a weapon. A firearm permit is not valid in a church in South Carolina. We will discuss this further at our next meeting.

Hearing Assistance System Update A member of the congregation donated money for a system to be installed in the sanctuary to enable hearing impaired attendees to hear the services. Apparently nothing has been done about purchasing the equipment. Phil Turner will check with David Roof.

Search for Fill-in Staff Apparently our custodian and our administrator would like the flexibility of being able to take short vacations but they have no one to cover their work responsibilities. Richard will put an announcement in the OOS and in the Unigram.

Adjournment

The meeting was adjourned at 8:27 PM.

Minutes recorded by

Sandy Chubon, Secretary