

UUFBC BOARD OF DIRECTORS MEETING  
SEPTEMBER 17, 2013

Members Attending: Jack Harvey, Jo Shaffer, Ken Sizemore,  
Ruby Jo Faust, Dianna Avrigian, Charissa Thacker

Members Absent: Christine May, Trisha McSharry

**President:** Jack Harvey opened the meeting at 6:34pm, welcoming all members. The board covenant was read, together by all members. Ken Sizemore provided lighting of the chalice.

**Secretary:** Review and Approval of the August Board Minutes. The board unanimously approved the minutes. Jack motioned to approve, Ruby Jo seconded.

**Treasurer:** Ken Sizemore reviews the year to date expenditures and balances for UUFBC accounts. The Board unanimously approved the Treasurers' report. Further discussion and proposals regarding ongoing remodeling and future projects were submitted to the Board.

To date the cost of remodeling projects: \$11,290.57  
Congregation approved spending up to: \$10,000.00 (of reserved funds).  
All expenses over that amount must be paid out of special gifts from the congregation.

Total congregational gifts for remodeling, "wish list" \$2,575.41  
Spent from that amount: \$1,290.57  
Balance for future remodeling/improvements: \$1,284.84

Additional considerations:

Tasking UU Environment Committee to review the list of suggested improvements and projects, to include cost, and counsel with Treasurer.

- |   | Cost     |
|---|----------|
| (1) Rework existing bridge table storage closet into media room; make the door on Alter side access to media equipment & conceal TV | \$200.00 |
| (2) Close off cupboard on Chapel side:  | Cost     |
| (a) Remove door, patch wall, (b) Remove old brick chimney,  | \$400.00 |
| (c ) Possible relocate hot water heater, (d) Drywall alcove,  |          |

- (e) Power & light, (f) Relocate copier, fax router, etc. into alcove
- (g) Install shelving

- |  |   |
|--|---|
| (3) Price on new media system (Best Buy) (consult fee)   | Cost<br>\$100.00                          |
| (4) Price on 12x12 concrete pavers/covering 16ftx16" area to reduce dirt into the hall   | Cost<br>\$400.00                          |
| (5) Gravel driveway & fill in pot holes, in front of new entrance deck<br>(7 tons of gravel)   | Cost<br>\$450.00                          |
| (6) Office Shelving<br><br>20.00   | Cost<br>\$                                |
| (7) Recoat hardwood floors main hall<br><br>\$300.00   | Cost                                      |
| (8) Cost on replacing the existing roof  | Shingles \$12,950.00<br>Metal \$14,000.00 |
| (9) Parking lot and outside lighting will require discussion before pricing.<br>-----Type of lighting<br>-----Location<br>-----Purpose<br>-----Number<br>-----Size |   |
| (10) Furnace (air & heat) will decrease the level of energy use by 20%<br><br>4,500  | Cost<br>\$                                |

Discussion on the recent replacement of water tank and pump, was related to submitting a claim to insurance, due to lightning damage.

**Vice President:** Jo Shaffer suggests with our recent pledging from the congregation, and in an attempt not to deplete funding we should prioritize

spending.

### **Standing Agenda:**

**Faith Development:** A committee meeting is planned for September 22<sup>nd</sup>, after service. There will be a Hike at the Conservation Park w/ picnic on September 28<sup>th</sup> and a Kayak trip October 12<sup>th</sup>.

**Vision & Growth:** Manish Mishra- Marzetti will visit UU in November, the list of tasks to be consider, relating to new member classes UU Organization, UU Fellowship, with consideration to; assimilation program for new members; classes- 90 to 120 min, 6 wks, lunch, socialization with Board facilitator, Board Members, Chairpersons, Small Group Leaders, Power Point Presentations , every quarter, classes to bring/keep members informed and involved. There was a question as to whether several new members should be given the current “new membership class” or wait for the revised class. Jack Harvey motioned to continue the current class now for the three (3) persons requesting to join rather than wait for the revised classes. Ken Sizemore seconded the motion. Board voted 4 yea, 2 new. Motion passed. Reverend Marzetti is also considering visiting the small groups ministry and making a presentation at the Men’s group and Care Givers group.

**UU Environment:** A second hour Sunday, September 29<sup>th</sup>, Charissa Thacker will provide a Power Point Presentation on Green Sanctuary. Ruby Jo Faust, and SJC wishes to express their gratitude to President , Jack Harvey for organizing and cooking the SJC dinner, as the committee has been very busy with the upcoming forum.

**Social Justice:** Mr. Gerald Goen, UU Legislative Advocate from Tallahassee will be present on September 29<sup>th</sup> at 10:00 am ,before service, to discuss changes as well as membership to the group. The SJ committee would like to thank Jack Harvey for assisting the committee in finding volunteers to serve and prepare food. SJC has been busy with several extra meetings to prepare for the upcoming SJ Forum.

**Resource Development:** Discussion regarding the applicants for a RE- 3 responses and one application has been received. RE placement at UU for a work space was up for suggestions with the possibility of creating a space inside the current UU vs. using the existing school house on the grounds. Interviews will take place on October 23, at UUFBC. Jack Harvey, Jo Shafer, Ken Sizemore and Dianna Avrigian will conduct the interviews.

Vice President, Jo Shaffer proposed each Chairperson, with input from the committee members, develop a plan content in writing, with target dates of their committee meetings as a good start to stay on schedule and accountable for the time line initiated with the 5 year plan. Jack Harvey motioned for a vote on this proposal, Ken Sizemore seconded. 4 opposed, 2 passed.

**Additional agenda items:**

Review of the Personnel Policies & Procedures to include Employment, Hiring & Salary Authority, Recruitment, Candidate Screening & Interviewing, Probationary Period, Exempt & Non-exempt Employees, Benefit Eligibility, Part-time Employees, Seasonal or Contractual Employees, Compensation Work Week, Compensatory time, Pay Period, Deductions, Termination Pay, Employee Benefits, Employee Relations, Political Activity, Criminal Activity, Disciplinary Action, Performance Evaluation, Employee Grievances & Severability, Use of UUFBC Property is for non profit. It was also suggested that any members who are employed by the Fellowship revert to a “suspended membership status” meaning that due to their relationship to the Fellowship, they could not vote. Dianna motioned we accept policy, Charissa seconded, unanimously approved by the Board.

**Closing Comments:** Helen Johnson is the point person for Community news. E-news editor Al Burgermeister would like to find someone who is interested in being the contact person for UU calendar, face book, & twitter. A reminder: September 20<sup>th</sup> at UUFBC, Spaghetti dinner and Social Justice Forum; Simon & Garfunkle fund raiser, October 11<sup>th</sup>, at UUFBC.

Ken Sizemore motioned to close the meeting, Ruby Jo seconded. Charissa Thacker extinguished the Chalice.

The next Board Meeting will be scheduled for Tuesday, October 22<sup>nd</sup>, at 6:30pm.

The meeting was adjourned at 9:00 pm

