



Board Meeting Minutes March 18, 2014

Board Members Attending: Jack Harvey, President
Jo Shaffer, Vice President
Ken Sizemore, Treasure
Dianna Avrigian, Secretary
Charissa Thacker, Member at large
Ruby Jo Faust, Member at large
Tish McShaarry, Member at large
Christine May, Member at large

Visiting congregation: Nancy S.

Meeting called to order at 6:30, by President, Jack Harvey

Lighting of the Chalice, while the Board Members read, in unison, the Board Covenant.

UUFBC Board Agenda was open for discussion.

Secretary: Dianna Avrigian presented the minutes for the February 18, 2014, Board meeting. Jack Harvey, President asked the Board for review of any changes or corrections, none were noted. Ken Sizemore motioned to accept the February Board Meeting Minutes, Charissa Thacker second the motion, all members were in favor.

Treasure: Ken Sizemore presented the report to the Board. Changes to the budget were made to reduce the budget amount by \$8,000. Christine May moved to accept the budget report and changes, Ruby Jo Faust, second the motion, all members were in favor.

Visiting congregational layperson, Nancy S. addressed the proposed changes to the weekly UUFBC Newsletter to include but not limited to; Utilizing a newsletter marketing provider. Benefits of making it professional Preferred Provider UU E-News Art/ Header Moving forward with the Board approval continuing to build and test the Mail Chimp platform. Being clean and clear on Mobile devices. Open to sharing and sharing on our Face Book

Vision & Growth: As each Committee meetings that were held, to analyze the progress and receive feedback on the Five Year Plan: Jack Harvey, President, Jo Shaffer, Vice President met with the five committees; below is a in-depth review of the

committees. Vision & Growth Team would like to have the opportunity to attend a UUA regional meeting of interest or of value to the team. The suggested amount for at least 3 people to attend is \$500-750.

Resource Development: Jo Shaffer, Vice President, presented a 1st draft UUFBC 2014-2015 projected 5 year budget. Within the budget under Goal 5, Systemic Leadership and Goal 6, Comprehensive Resource Development, the Staff Development objective regarding the compilation and Board approval of UUFBC Personnel Policies a salary schedules has been completed. Hiring of staff positions is on target with the hiring of the RE Coordinator, and the Music Coordinator position and Administrative Coordinator positions on deck in draft form, ready to be pursued as the UUFBC budget permits and the plan schedule describes. Lay leadership development is ongoing, as is financial planning. Fundraising projects will double in number this year and alternative revenue sources are being developed, such as the "Generous Spirit List".

Recommendation for Plan: Goals and activities are on target and should proceed. In addition, it is recommended that language from the original Plan be added (Goal 1, Objective 7), beginning in year two, to include: Communication Systems Development with the strategies of improving internal communication methods, developing a marketing plan, developing advertising (fundraising) materials, preparing talking points, and preparing new brochures and related hand-outs consistent with the UUFBC's new logo, and new program initiatives.

Jack Harvey, President, will draft a proposal for changes to the bylaws for Endowment Fund, and present to the Board during the April 15, 2014 meeting.

Ken Sizemore shares the dates for the Pledge Drive, as, April 20, 2014 thru May 4, 2014. Jack Harvey will kick off the initiative

Social Justice: Bob Gilmore, SJ Chair, and four congregational members will lobby in Tallahassee March 24th and 25th. Topic: Aware to Amend PFLAG and ECPC will each have their community and statewide initiatives. The last Thursday in March is cited for the last day to sign up for the FSU tour in April. Under the five year plan the SJ Committee objective under Goal 2, Expand Social Justice, is labeled Solutions, which is the most demanding and important objective under Goal 2. This first strategy of this objective was met right on time in September of 2013 with the successful launch of the BYLID initiative. The other "Solutions" activities are also proceeding with the completion of three Service Days and two new Board appointments. The exception is the Community Calendar. As the calendar is a desirable activity, recommendations are to leave it in the Plan and move the target dates forward. The Advocacy Program objective is also being implemented with the exception of the Speakers Bureau and the UUFBC Position Papers, the recommendation is to leave these activities in the Plan and move the dates forward. The Diversity objective is not scheduled for implementation until year two of the Plan.

Recommendation for Plan: Goal and activities are on target and should proceed. No new activities are recommended for addition to the Plan.

Faith Development: The required background check for all employees will be implemented. The committee is planning a * Tapestry of Faith* that will include a playshop for youth. The Board is in agreement for making the office a nursery. Tiffany will attend the General Assembly this year and there are 2 votes to open and invitation to 2 members of the congregation for their registration fee to be paid. Ken Sizemore moved to accept, Christine May second.

The objectives that are contained under Goal 1, Enhance RE, in this year's portion of the Five Year Plan are underway. The Adult RE curriculum and its format, times and locations are in the process of determination and implementation, as are the

components of the Children's RE program. With the employment of the RE Coordinator, the Plan's primary goal is progressing and the future objectives, as listed, remain of value. Also, Goal 4, Multi-generational activities, is proceeding as written, although it is hoped that social events and recreational events for all ages will be increased in the future. The third and final strategy under Objective 2 for a multi-generational educational program is scheduled for implementation in year two.

Recommendation for Plan: Goals and activities are on target and should proceed. No new activities are recommended for additional to the Plan.

UU Environment: The committee is interested in researching "Catfish Farming", discussion regarding liability of community on property and other aspects of the undertaking would need in depth research. Jack Harvey suggests a proposal to the Board be submitted. M.Thieme, is no longer on the UU Environment Committee.

The first objective, "Enhance the Worship Environment" includes the most comprehensive activity within the Environmental Commitment goal, the Green Sanctuary initiative. The GS initiative is right on target, since we have completed the assessment, action plan, and application for candidacy. Now that candidacy has been achieved, the GS Team will be working on plan modification and completion, then application for full accreditation. It is important to note that while the GS initiative is in the Five Year Plan, this initiative requires its own Plan, which further guides activities and adds five activities not already included in the Five Year Plan. The other strategy within this objective, the implementation of energy efficient practices and appliances in our facilities and grounds, is also on target and a little ahead of schedule, with some components such as recycling already completed. The second objective, Creation of Gardens, is on schedule, albeit in the planning stages. The third objective, Community Beautification, is scheduled for implementation in year three.

Recommendation for Plan: Goal and activities are on target and should proceed. In addition, it is recommended that language from the original Plan be added (Goal 1, Objective 6), beginning in year two, to include: Grounds Master Plan with the strategy of exploring additional parking, and Analysis of Future Opportunities with the strategies of property and/or building expansion, in order to accommodate the needs of our growing membership, and the needs of our increased number and types of activities.

Jack Harvey, President motioned to adjourn, Dianna Avrigian, Secretary second. This meeting adjourned at 8:10 pm. The next Board Meeting will be April 15, 2014