

Unitarian Church Sarasota Board of Trustees Meeting
May 18, 2010

Present: Rick Sandler, Pres.: Sue Moreland, VP; Dick Happy, Treasurer; Cathy Cyrus, acting secretary; Sarah Slate; Muriel Redifer; Margret O'Neill, Minister; Joanne Curtis, Dana Keller, Pat Liebert.
Absent: Barbara Silvera

Guests: Ron Brown, Ruth Agnew, Ilene Gillispie, Dee Widder, Roberta Druif

Focus Group: Ron Brown and Ruth Agnew, representing the search committee, conducted a focus group posing two questions to board member: What does the board need in a new minister? What do you personally want in a new minister? Each board member responded. Their input was recorded and will be analyzed by the search committee.

The meeting was called to order by the board President, Rick Sandler. Roberta Druif was introduced as our new church administrator.

Search Committee:

The search committee had a retreat with a consultant to organize their search efforts. A new survey will be compiled by Dana Keller and Don DeMaio for the congregation and analyzed to determine the desires of the congregation. Information was obtained by the compensation representative, however, it was felt it was not detailed enough.

Treasurer's Report:

Dick Happy reported that the deficit of \$14,000.00 due to prepaid pledges was reconciled by Julie Leach. They are now credited to this year's income.

Pat Liebert moved and Sue Moreland seconded that \$14,277.72 be moved from the contingency fund to cover the 2009-2010 deficit. The motion passed.

Pat Liebert moved and Joanne Curtis seconded that all three items, (\$850 for 501c3 application, \$1,000 for Hiring Expenses, and \$500.00 for Custodian Substitute) be accepted. The motion passed.

Jazz Club – The Sarasota Jazz club will hold a trial run of their jazz series Friday, May 21, at 2:00PM in the church sanctuary. After this event the Jazz Club board and the UU board will decide if this appears to be a workable arrangement. The Jazz Club would want to rent the sanctuary for about 35 weeks during season for a rental of \$250.00 per event. A fee for custodial help would be specifically written into the contract.

Staffing Committee: The Staffing Committee has written a comprehensive document of Employee Policies and Practices. The document was discussed in detail.

Pat Liebert moved and Dick Happy seconded that non-exempt employees will work a 40 hour week. Motion passed.

Pat Liebert moved and Sue Moreland seconded that the issue of health insurance for non-exempt employee be referred back to the committee for further revisions. The motion passed.

Margret O'Neill recommended that the board should appoint a committee on safety.

Revisions to the employee policies will be worked on and brought back to the board in June.

Sanctuary Report: Muriel Redifer said the phase I of the lighting project can be finished by the end of June. Sue Moreland suggested that a wish list posted on the contact bulletin board with specific items needed would draw more donations.

Phase II of the project will go to the finance committee for approval. Phase II covers the remote control system of the lighting project.

LSLD position: The hiring committee has been formed to hire a Lifespan and Social Justice Learning Director (LSLD). Applicants will be interviewed June 2 and June 8. The final decision will be brought to the board meeting in June 15. The start date will be August 1, 2010.

UUA Annual Meeting: Klaus Obermeit, Nancy Thomas, and Tom and Kathy Cook will be attending the UUA annual Meeting and represent our congregation as delegates.

An issue has arisen regarding the moving of the site for the annual meeting next year from Phoenix, Arizona due to the recent immigration policy implemented by the state of Arizona. Margret O'Neill suggested that she could address the complexity of the issue in a sermon and then allow our membership to vote as to whether to remain with Phoenix as the convention site next year. The move would result in the lost of over \$600,000 in fees which would have to be paid again to a new site. Congregations will be assessed for the additional \$600,000 should the site be changed.

Interim Goals: A discussion of when to have a discussion of the goals of the church commenced. Pat Liebert moved and Muriel Redifer seconded that the board meeting could begin at 6:30 and stop at 7:00 to discuss goals and church policies. Joanne Curtis said she needed board input in her efforts to revise the document on membership. Margret O'Neill suggested that the board needs to decide whether to adopt a policy governance model.

Protocol for Board Meetings: Pat Liebert introduced two areas in which our board does not follow Robert's Rules of Order and suggested that we need to be more inclusive of everyone's opinions.

Two areas of concern were: not making sure that everyone who wants to speak has a chance to speak before a person gets to speak for the 2nd time. The second issue was that according to Robert's Rule, board of 12 members or more should operate more formally with the president not weighing in on issues with his/her own opinion in order to maintain the appearance of impartiality.

Two members indicated that they personally felt it was difficult to make themselves heard as others grabbed the floor without raising their hands. The president felt that we are a small enough board that we should operate more informally with the president weighing in with his opinions on issues. Dick Happy suggested that we try to be more aware of these issues and more aware of our own behavior.

The meeting adjourned at 10:00 PM.

Respectfully submitted,

Cathy Cyrus, Acting Secretary