

UUCOV Board of Trustees

Minutes of October 12, 2023 Meeting

Attending

Jack Head, Bill Reynolds, Steve Leapley, Jean Sibbers, Barbara Buehring, Rev Amy, Pat Wellington, Tom Hartley, John Spitzer (zoom)

Process observer: Jean

Rev Amy: Opening words/light chalice

The meeting was called to order and it was established that a quorum was present

President's Report: Jack is talking with UUFC re inviting them to join UUCOV with respect to finances ("yoked ministry"). UUA would facilitate the discussion. The Search committee will need a write up of this possibility for their packet. The benefit to UUCOV would be an ability to increase the salary offer, making us more attractive to minister candidates. The minister would be shared, preaching at UUCOV some Sundays and at UUFC others. In the packet we should say we're in discussions with UUFC, it's a feasibility study. We are not asking our Search committee to make any changes.

Vice President's Report: We paid for 90% of a new sandwich board sign and have designed the first insert. Will be able to make new inserts in future very inexpensively. Now it says Welcome , UUCOV, services at 10am , chalice and lgbt symbols. May leave it next to curved sidewalk in front of sanctuary. Red flowers below. Met with Steve Beskin re speed bump. People are driving around it, damaging it. Will put post next to it. Garbage is being taken care of. Need new Activities Team leader.

Minister's Report: Search is on target. Doing 7-minute video right before service on Beyond Categorical Thinking. Doing well with participation in Social Justice Alliance of the Florida Suncoast. Multiple UU churches and more. Our logo will be on their website. Members must be a nonpartisan organization. Request Board to sponsor William Esty to Ministerial Fellowship Committee of UUA as potential candidate for ministry. Steve moved that we sponsor William Esty, Pat seconded. The motion passed.

Treasurer's Report: Treasurer Tom Hartley emailed his report to the Board for review earlier. Bill moved that we accept his report, Pat seconded the motion. The motion carried. Eight people have signed up for the 25th anniversary luncheon using the donate button. Tom will transfer 4% from the Vanguard endowment fund into checking, as budgeted, then transfer \$10,000 to the Future fund. Wind insurance payment is coming up. There will be some extraordinary expenses next year related to Search. Tom has outsourced some duties to Northstar Bookkeeping. The Finance Committee will investigate duplication between PowerChurch and Breeze.

Secretary's Report: Approval of Minutes: Steve moved that the minutes of the September 14, 2023 Board of Trustees meeting be approved, Tom seconded, the motion carried. No Thank Yous were sent last month. Will send thank yous to Linda Underwood, Sally Erb, Marcia Smith and Barb Gundy, for helping with office duties and to Jean Barlow for coffee hour. Correspondence: Emails were sent to Nancy Menaldi-Scanlon and John Van Camp requesting they meet with us regarding the Freedom to Read event. Barbara will send an email to Nancy, John VC, and John Spitzer containing a link to a UUJF grant application.

Committees Reporting Directly to the Board

By-Laws: Jack is asking for the by-laws to be changed from Roberts Rules at meetings to Democratic Rules.

Chief of Staff: Kathy Avery is a full-time employee; she will put an article in Connections informing us of how home schooling works so people know they can call when they need to. Can ask Kathy to take children to another building if they are causing disturbance.

Denominational Affairs: Jack Head and Pat Wellington will be leading two seminars (one in day and one in evening) on Article II of the UUA Bylaws in the next few months. Our congregation should conduct a vote on this issue prior to June 2024 UUA General Assembly. Rev Amy will give sermons Dec 3 and Jan 21, re racial justice and make room for conversations. Planning a panel on the GA experience for when more people return.

Personnel: recommendations were acted upon

Minister Search: no report

Strategic Planning: The Campus Utilization committee was held their first meeting, second meeting will be in November. Needs another member.

Stewardship: John Spitzer's group held a session on what it would look like to have overlapping shareholder meetings instead of pledges. The first shareholder meeting will be held in early January.

Unfinished Business:

1. **Easement.** Steve met with the attorney. Hoping to get it settled in time for the roadway to be paved next summer. IVMS has no incentive or desire to give up easement in favor of a road on our western boundary. IVMS will pay for paving the existing road.
2. **Freedom to Read** event. Need specific info re expense to UUCOV. Need to separate our contribution from the association's contribution. Event insurance? Need to book police as security before their pay raise goes into effect. The BOT agreed to request from the event committee the budget and an outline of cost sharing by the end of October. The event committee applied for grant from Gulf Coast Community; money would go into the pot (SJAFS). Barbara will send link to UUJF grant application to John.
3. **Blue Lotus** proposal (email from John Spitzer). Blue Lotus submitted a written proposal for its use. Would a renovated Asta Linder serve as a Fellowship Hall for UUCOV? Blue Lotus proposal doesn't work unless we want to use AL as Fellowship, in John's opinion. Could make AL a UUCOV Fellowship Hall and charge Blue Lotus to use it. Or, could use AL as a parsonage or to host Adult RE in the evening. What if Blue Lotus has a monk living there? The building would have to be brought up to code as part of the permitting process with renovations. Decide on BL after we have our new minister. Don't trade away the advantage of recruiting a minister by offering parsonage. Will revisit BL proposal in August 2024 when our new minister is here. Suggested to rent at market value, renovations at BL expense, BL must return to original state if moves out. Don't make 5-year lease commitment.

New Business:

1. **Stress Test/Risk Assessment** project update (email from Tom). Tom submitted a report identifying risks, consequences, and mitigation. Need an action plan to implement mitigation plans. Risks are: Aging membership; hurricane, fire; unexpected loss of key personnel; personal injury on UUOV property; damage or loss of electrical equipment, stored data or AV system. Mitigation will be on the Finance Committee agenda for November. Get Membership Team and Personnel on board for their goal setting. Ask the teams for action plans, timelines, and contact person. Make campus as safe as possible and document the date of improvements and maintenance. Send Risk Assessment chart to all the team leaders.
2. **We have 55 new members** since 2019. How can we inspire more of them to volunteer? Approach new members to fill vacancies so that more people are involved and not the same people doing everything.

Pat moved that we end the business meeting and go into executive session, Jack seconded the motion. The business meeting was adjourned at 11:34 am.

Next meeting will be November 16, 2023 , 9:30 am.

Respectfully submitted,

Barbara Buehring
Secretary