

UUCOV Board of Trustees
Minutes for December 12, 2024 Meeting

Attending: Rev Amy, Steve, Bill, Tom, Judith, Barbara, Marcia, Nancy

Guests: Ayleen Howe, John Spitzer (Zoom)

Opening words/light chalice: Rev Amy

Appoint process observer: Judith Parker

Call the meeting to order: Bill Reynolds

Establish that a quorum is present: Secretary Barbara Buehring

Ayleen's goal re marketing is to make us known in the community. Try to bring people from community in. We're the only UU in Venice. Pt Charlotte UU is very small. We are the only church in area to welcome atheists and humanists. Liberal church in conservative area. Need year-rounders, families with children. Add new furniture to back room in Waters to Wishlist to make it more inviting for classes. Outdoor movies in the summer? Use outdoor space for weddings? Advertise on The Knot, contact wedding planners, let them know we're a welcoming community. Creating logo, use uniform colors to brand. Use keywords for Google search without paying for search engine optimization.

Bumper stickers with web address? "UUCOV the un-church"?

Post "first look"—short video preview of upcoming sermon—web page, Facebook, Instagram, Bluesky, TikTok?

Promote us on Next door, Meetup, all over, holiday parades in Venice and North Port

Promotional video with music? Hour-long podcast by guest?

Other ideas: Coupons for UUCOV boutique? Tee shirts with logo and slogan? Free booth at Farmer's Market? Outdoor banner promoting Christmas eve service, saying all are welcome

Ask members to go on Google Places and write a review. Pet blessing, everything on leash or in enclosure Try to get a Wikipedia page

Estimated costs of marketing plan will be emailed

Committees Reporting Directly to the Board

Minister's Report: Interim Congregational Evaluation, discussion of UUA Transitions; change in announcements at Sunday service. Send announcements to Ayleen to send to Jean Barlow. Board "what you need to know" will not necessarily include the announcements.

Finance Committee: shareholder meetings starting Jan 9. It's about eliciting thoughts from members about what is going on as well as investments.

President's Report: Solar system is not working properly. Probably was not designed properly. We have a prior letter from company that they would fix without cost to us. IVMS replaced a damaged speed bump. IVMS has turned over the contract we submitted to them about parking to their attorney. Auction. Correct wording on "Raise the roof". Nominating Committee is in place: Bill Harrison, Annie Harrison, Serena Cannarelli, Ellen Higdon, Jean Spitzer. Nancy Menaldi-Scanlon will not be returning as Trustee. Tom is stepping down as Treasurer, John Spitzer is willing to serve. Finance committee will need two new members.

Vice President's Report : Birthday cake of the month. Gardening plan. Need to emphasize recruiting people to volunteer.

Treasurer's Report: report was distributed by email. Need to test donate button for concert series.

Secretary's Report:

Add Marcia's signature to covenant and post

Thank yous were sent to Bob Knudsen for campus repair and to Richard and Pam Palmer for their investment payment. Correspondence with Special thank you to Lynch family, buy special card. Send get well flowers to Grace Grote in hospital. Get well card to Rosalie.

UNFINISHED BUSINESS

- AEDs (defibrillator) were purchased, one for Waters and one for the Sanctuary. Judith getting information about outside service for training, certification.
- Pet policy. Steve will ask Linda U to formulate one.
- Winter concert series (Nancy). Looks like we could get two new musicians for concert series in Spring, save Mark Twin play for Fall
- Steve will try to get a small group of volunteers to do shrub trimming on corner of Pinebrook and Edmundson.

NEW BUSINES

- Personnel policy revision:

Personnel Committee met on Thursday, November 21 and would like to propose the following changes to the UUCOV Personnel Policy Manual effective January 1, 2025:

Page 9 - Section III. Employee Benefits, Subsection C. Retirement to read:

UUCOV contributes up to a 6% match of your wages to the UUA retirement fund, provided you work more than 1,000 hours annually.

This brings the manual in line with the Board vote of 11/17 and is consistent with UUA.

Page 12 - Section IV. Other Employer Policies, Subsection C.2 Separation From Employment - Involuntary Separation

Rename C.2 "Separation Pay" and utilize language taken from most current UUA sample Personnel Manual to read:

If your position is terminated for reasons unrelated to work performance or employee conduct, you are eligible for two (2) weeks of severance pay, calculated as the regularly scheduled hours x the hourly pay rate for non-exempt hourly employees, for each year of employment up to a maximum of 16 weeks.

(for someone having worked 2 years that would equal 4 weeks, 3 would be 6, 4 would be 8, 5 would be 10, 6 would be 12, 7 would be 14, and 8 years and beyond of employment would cap at the 16 weeks max)

If employment is ended for poor performance, you will be paid two (2) weeks severance pay. If you are dismissed for serious misconduct such as harassment, embezzlement, or conviction of felony, no severance is paid and all benefits cease at the time of dismissal. Accrued, unused vacation will be paid to all employees separating from employment.

(it should be noted the importance of having timely evaluations conducted - this is especially important in cases where poor performance is a primary reason in terminating an employee)

Tom moved we accept the personal policy as presented, Nancy seconded, motion passed

- Bylaws change. We agree to the change and will pass this on for vote at annual meeting.
- Board will arrange a meeting with charitable giving committee, John VC and Richard and Serena C

Barbara moves that the meeting be adjourned, Nancy seconds the motion, the meeting was adjourned at 11:55am

Our next meeting will be January 16, 2025

Respectfully submitted,

Barbara Buehring
Board Secretary

