

Unitarian Universalist Congregation of Gwinnett
12 Bethesda Church Road, Lawrenceville, GA 30044

Board of Trustees Meeting

November 16, 2019 scheduled 7 to 9 PM

Attendance:

Present: Marcus Kabel, President; Lorena Griffin, Vice President; Terry Welsher, Secretary; Jezza Hehn, Treasurer; Daniel Bailey, At-Large; Greg Bandy, Treasurer-Elect, Rev. Jan Taddeo.

Absent: RJ Rice, At-Large; Ally Perras, At-Large

Quorum present: Yes (6 of 8).

Guests: Noel Lemen, Bill Benshoof

[Note: Action Items are in red. Items for the November agenda are in blue.]

Proceedings: Meeting called to order at 7:06 PM.

Minutes for the October meeting were amended and approved in the meeting and have been uploaded to the BOT Google Drive. Changes are listed in the Discussion section of the meeting below.

Consent Agenda - Since some changes to the October minutes required discussion, they were removed from the Consent Agenda. The remaining consent items (acceptance of Minister's Report and Financial Report) were approved unanimously (Motion-Daniel, Second-Jezza)

Discussion Items

Budget - Three scenarios were presented. Variations included having minister go to halftime and no increase in staff hours. At the time about \$64K in pledges had come in. About 35 pledges are still to come. In the version presented at the Town Hall pledged and unpledged income will be broken out. There are 26 new pledges in 2019 and this has had a substantial effect. 39 households that didn't pledge gave money in 2019.

Motion (Marcus/Greg) - Only "Draft 1" will be presented at the Town Hall Meeting. (Passed unanimously)

Other items came up briefly during the budget discussion. 1) Possibility of a GIPL grant for 2020. A tankless water heater might be the objective; 2) Chuck Powell has offered to do a study of "congregational capacity"

Policy Manual – Rev Jan asked all to review/edit the current version on the Google Drive. Review should include whether job descriptions should be included in a policy manual (see Actions below).

Gender Neutral Bathrooms – Board Members shared their discussions with congregational members. It was agreed that email was not a good medium for this topic. There is some “fragility” in some of the comments we are hearing. There have been many positive comments but there is a small very intense minority with concerns. It was pointed out the current signage [since removed] had been in place for at least 3 years. We need to investigate local regulations. Lorena is investigating recent changes to international plumbing code.

Motion (Lorena/Daniel) - Begin the conversion of both bathrooms to gender neutral configuration by the end of the year. (Passed – 5 Yes, 0 NO, 1 Abstain (Terry))

Fiscal Sponsorship – Rev Jan met with a lawyer about this. She will also check with Church Mutual about any unintended consequences or concerns. Monthly revenue to UUCG is proposed to be the greater of \$1000 or 5.5% of proceeds. A draft agreement will be circulated for finalization in December.

Actions

Policy Manual Review – All

Job Descriptions in Policy? - All

Authorized signatures needed – Greg, Jezza, Marcus

Budget Proposals – Rev Jan was to prepare budget description for the Nov Town Hall

Fiscal Sponsorship – Rev Jan will check with Church Mutual and circulate draft agreement.

Sunday Collection Count Assignments – Not all assignments were filled.

Nov 17	Terry/RJ
Nov 24	Ally/Greg
Dec 1	Jezza/?
Dec 8	Terry/Marcus
Dec 15	?/?

Meeting adjourned at 9:00PM

Minutes submitted by Terry Welsher, Secretary 12/12/2019; Approval:

Next Meeting: December 18, 7-9PM.