

**Unitarian Universalist Congregation of Lakeland
Board of Trustees Agenda
January 18, 2016**

6:00 p.m.	Call to order/quorum check/timekeeper
	Light Chalice
	Check In
<u>6:10 p.m.</u>	Read Board Covenant
	Review Agenda
	Review December 14, 2015 Board Minutes and approve
	Topic Tracking
<u>6:15 p.m.</u>	Minister's Report
	Treasurer's Report
	Committee Reports
	RE Report
<u>6:35 p.m.</u>	OLD BUSINESS
	Board Goals
	NEW BUSINESS
	Facilities Use from Judi Irwin – Bernie Sanders' call center
	Budget: Money for Musician – Rev. Lynne
	Website Input
<u>7:50p.m.</u>	Review Calendar
	Announcements
	Next Board Meeting: <u>February 15, 2015</u> at 6:00 p.m.
7:55p.m.	Check out

8:00 p.m.	Adjourn

Unitarian Universalist Congregation of Lakeland

Board of Trustees Meeting Minutes

January 18, 2016

Call to Order: The regular monthly meeting of the Board of Trustees was called to order by Vice Chair Ron Nickolas at 6:04 pm. Melissa Marshall took over as meeting chair at 6:17 pm. Minutes were recorded by Rafi Ellis.

Board Members Present

Ron Nickolas
Rafi Ellis
Deirdre Daniel
Melissa Marshall
Joyce Bode (Ex-officio, non-voting)
Rev. Lynne Garner (Ex-officio, non-voting)

Also Present

Jeannette Manning
John Hughes

Quorum: A quorum was present.

Agenda: The agenda was approved by consensus.

Approval of Minutes: December 2015 minutes were approved by consensus.

Minister's Report: The minister's report was given by Rev. Lynne Garner.

Treasurer's Report: The treasurer's report was given by Joyce Bode. Ron Nickolas moved that we pay the \$180 cost for two stoles ordered by Rev. Garner to reimburse her for the loss of her stole that was taken during a break-in in December. Rafi Ellis seconded. The motion passed unopposed.

Committee Reports:

Membership Committee report was given by Melissa Marshall. The membership roster is being updated to reflect current membership. Website is still under construction.

Social Justice Committee report was given by Ron Nickolas. The MLK parade was a success; a contingent from UUCL continues to attend NAACP meetings.

Personnel Committee report was given by Ron Nickolas. The search for a pianist to replace Adam Hargrove is underway.

Committee on Ministry report was given by Ron Nickolas.

Worship Committee report was given by Ron Nickolas.

The Lifespan Committee report was given by Deirdre Daniel. Chalice Circles will begin in February.

Religious Exploration Committee report will be provided via email due to DRE Heather Curry's absence from the Board meeting.

Old Business

There was no old business on the agenda.

New Business

Facilities Use: The Bernie Sanders campaign has asked to pay a facilities use fee to operate a call center from our facility. Ron Nickolas will coordinate with Judi Irwin and administrator Carol Clark to prepare a facilities use agreement and schedule sessions.

Music Budget, current year: Ron Nickolas and Rev. Garner discussed the issue of affording a music director/pianist/choir director to replace Adam Hargrove. A fair salary will need to be calculated and a line item added to the budget. A special fund will be established to pay a pianist for the rest of the 2015-16 church year.

Website: Office administrator Carol Clark is updating the website. Rev. Lynne asked Board members for input into the web redesign.

Children at UUCL Events: Melissa Marshall noted that we must review policies to ensure that children are never left unsupervised at UUCL events.

Annual Budget planning: The Board worked on finalizing the 2016-17 budget. Ron Nickolas moved that we put \$85,000 in pledge income on the 2016-17 budget. Rafi Ellis seconded. The motion passed unopposed.

Next Board Meeting: Scheduled for Monday, February 15, 2015 at 6 p.m.

Adjournment: Meeting was adjourned at 8:05 pm.

Rafi Ellis
Acting as Secretary

Melissa Marshall
Vice Chair, Board of Trustees

Minister's Report January 14, 2016

Pastoral needs took up a bit less of my time this month, although I did visit two members at Lakeland Hospital, one several times. The other, happily, was there to give birth to our newest member. I am still waiting to hold the baby. I also continue to meet people for lunch and at the office and went with a member to visit a former member, who donated some books for the library, including a returned hymnal.

I have apparently passed the final hurdle to become a volunteer at the jail. I received an email the other day which I have yet to respond to inviting me to participate in training for a Bible-based social skills class leader at the end of the month. I am tempted to go to the training, just to see what they are up to. However, just as I felt compelled to turn down the request for prayers at the city commission meetings, I also could not, in good conscience, participate in a curriculum that promoted one theology, especially one that I disagreed with. I feel that just as prayer has no place in public meetings, the Bible as the only option has no place in the county jail. It might be worth checking out, but I probably will simply email the volunteer coordinator and tell her that I prefer to work in another capacity. Your input would be appreciated.

Because of the continuing issue of non-solidarity on the part of some of our members and friends regarding freedom of theological choice, I will be jumping into that beehive on the fourth Sunday when I talk about the humanist-theist controversy in Unitarian Universalism. I will lead a discussion on that topic following the service. I am hoping that some of those who normally don't attend services but attend the adult discussion group will join us that day. This is yet another step in building a climate of respect in which all of us do our best to be respectful and stay in covenant with one another. Following that, I would like to have a Sunday in which three or four humanists/atheists/agnostics speak about their beliefs and then another Sunday when theists speak about theirs, each service followed by a discussion. Then I would like to have a series of meetings probably using the *Building Your Own Theology* series by Richard S. Gilbert. I have ordered some of the related materials. Help with this from Deirdre or anyone else would be appreciated. Hopefully, these activities will have the result of bringing our members together in solidarity of exploring theology, rather than dividing us by a/theologies. Along these same lines, we will have a guest speaker on Universalism for our fifth Sunday this month. I will serve as his worship leader.

In order for new members (and even long-time members) to better understand our Unitarian Universalist faith, I will be using *A Chosen Faith* for a discussion of what it is we are about. Right now, I am thinking that we will divide the book and meet on three separate occasions, most likely after services. This is in addition to the discussions we will be having on other books, which seem to be developing into a monthly activity.

Our most recent book discussion, on Eboo Patel's *Acts of Faith*, was well-attended. As a follow-up, Ron Nickolas and I will be discussing how we can get together with another congregation in the community (or eventually, perhaps more than one) to work on a social issue that would be appropriate to include young people in as well. Our office administrator, Carol Clark has borrowed the book to read, and is interested in checking the feasibility of doing that with her Presbyterian church.

Ron and I are diligently working on finding a replacement for our music director, Adam Hargrove, who unfortunately will be leaving us after January 17 and may not return. In the immediate future, Ron will be directing the choir rehearsals and I will be covering the piano on days I will be preaching for a limited time. If you know anyone who can fill in until we get someone in place, please let us know.

The next book we will discuss is *Just Mercy* by Bryan Stevenson, the UU Common Read for this year. Stevenson is an attorney who has worked diligently for many years with death row inmates and youth who have received life sentences. That will take place on February 7.

I have written up a form for pastoral care associates to fill out so that we can best meet the needs of the membership. I would appreciate any input you might have on that form before I distribute it to those who have expressed interest. I would like to find a few more people who might get involved in this important work as well.

Yesterday I attended a webinar entitled staff Team Leadership in Ministry.

I attended the most recent meeting of our ministerial cluster in Tampa and will attend the next one on January 20. I also have accepted the invitation to attend the installation of Patrice Curtis at the UU Church in Clearwater on January 31.

I plan to attend the cluster workshops scheduled for February 6 in Tampa and I hope that we others will join me.

The committee on ministry continues to meet and have fruitful discussions.

I continue to attend both the NAACP general and executive meetings and plan to march in the King Day parade.

Please note that I have accumulated some comp time that I would like to hold onto in the event that my elderly father requires an urgent visit. Remember that my days off are Tuesday and Saturday.

Financial Reports
Unitarian Universalist Congregation of Lakeland
Fund Balances

	October 31, 2015	November 30, 2015	December 31, 2015
Checking Account - Unrestricted	\$ 28,467.22	\$ 22,802.89	\$ 21,894.44
Checking Account - Restricted Funds			
Capital Fund	2,008.68	1,848.68	1,848.68
Fund Raisers	1,793.56	1,793.56	1,793.56
HUUmanist	491.24	491.24	491.24
Settled Minister Fund	(78.86)	121.14	121.14
RE Fund Raisers	1,369.80	1,369.80	1,369.80
Adult Discussion Group	732.28	732.28	732.28
Total Restricted Funds	6,316.70	6,356.70	6,356.70
Total Bank Account	\$ 34,783.92	\$ 29,159.59	\$ 28,251.14
UU Common Endowment Fund			
Endowment Settled Minister Fund	50,773.67	50,773.67	49,712.13
Minister Search	23,800.16	23,800.16	23,302.56
	4,760.03	4,760.03	4,660.51
Total in UUCEF	\$ 79,333.86	\$ 79,333.86	\$ 77,675.20
TOTAL LIQUID ASSETS	\$ 116,674.79	\$ 111,533.46	\$ 110,725.01

* November report not available yet.

Property Troy Avenue (9/3/2015)

Land	32,539
Buildings	265,544
Misc	500

TOTAL PROPERTY VALUE

\$
298,583.00

Board meeting 1/18/2016

Joyce L. Bode
Treasurer

Unitarian Universalist Congregation of Lakeland

Budget vs Actual Month - 2015-2016

December 2015

	Total			
	Actual	Budget	over Budget	% of Budget
Income				
305 Pledges	3,950.00	5,583.00	(1,633.00)	71%
310 Donations (Plate & Other)	604.30	416.00	188.30	145%
310B Donations - Plate checks	240.00		240.00	
310D Special collections		100.00	(100.00)	0%
	\$	\$	\$	
Total 310 Donations (Plate & Other)	844.30	516.00	328.30	164%
320 Donations - Facilities Use	450.00	166.00	284.00	271%
330 Service Auction	2,892.00	250.00	2,642.00	1157%
333 Retained Earnings Income	1,215.51	1,318.00	(102.49)	92%
400 From Reserves		1,500.00	(1,500.00)	0%
	\$	\$	\$	
Total Income	9,351.81	9,333.00	18.81	100%
Expenses				
505 Administration	108.70	100.00	8.70	109%
510 Insurance	493.64	466.00	27.64	106%
515 Payroll	1,353.34	1,333.00	20.34	102%
520 Telephone & Internet		125.00	(125.00)	0%
525 Utilities	447.47	291.00	156.47	154%
526 Copy Machine Maintenance		44.00	(44.00)	0%
543 Music	97.20	83.00	14.20	117%
545 Worship Committee	320.25	125.00	195.25	256%
546 Forum and Adult Education		8.00	(8.00)	0%
550 Religious Exploration	42.77	125.00	(82.23)	34%
555 Training		83.00	(83.00)	0%
576 Minister's Package	177.72		177.72	
576A Salary	3,072.28	3,250.00	(177.72)	95%
576B Housing	1,550.00	1,550.00	0.00	100%
576C Expense		250.00	(250.00)	0%
	\$	\$	\$	
Total 576 Minister's Package	4,800.00	5,050.00	(250.00)	95%
590 Membership		41.00	(41.00)	0%
591 Caring		16.00	(16.00)	0%
595 Hospitality	168.33	100.00	68.33	168%
601 Treasurer Supplies & Accounting		48.00	(48.00)	0%
605 UUSC Dues		5.00	(5.00)	0%
615 UUA Annual Fund	530.00	441.00	89.00	120%
621 UULMF Dues		5.00	(5.00)	0%

625 Cluster Dues		5.00	(5.00)	0%
630 Visibility	27.00	83.00	(56.00)	33%
635 Social Concerns	100.00	8.00	92.00	1250%
637 Special Collections	392.34	100.00	292.34	392%
645 Building	133.28	250.00	(116.72)	53%
650 Cleaning	215.00	216.00	(1.00)	100%
655 Grounds	18.96	75.00	(56.04)	25%
6560 Payroll Expenses	103.53	100.00	3.53	104%
	\$	\$	\$	
Total Expenses	9,351.81	9,326.00	25.81	100%
Net Operating Income	\$	-		
Net Income	\$	-		

Unitarian Universalist Congregation of Lakeland

Budget vs. Actual - Budget 2015-2016

July - December, 2015

	6-mo Actual	6-mo Budget	over Budget	% of Budget
Income				
305 Pledges	30,410.82	33,498.00	(3,087.18)	91%
310 Donations (Plate & Other)	2,295.15	2,496.00	(200.85)	92%
310B Donations - Plate checks	585.00		585.00	
310D Special collections	1,371.00	600.00	771.00	229%
	\$	\$	\$	
Total 310 Donations (Plate & Other)	4,251.15	3,096.00	1,155.15	137%
320 Donations - Facilities Use	940.00	996.00	(56.00)	94%
330 Service Auction	2,892.00	1,500.00	1,392.00	193%
330B Other Fund Raisers	142.00		142.00	
	\$	\$	\$	
Total 330 Service Auction	3,034.00	1,500.00	1,534.00	202%
333 Retained Earnings Income	10,422.35	7,908.00	2,514.35	132%
400 From Reserves		9,000.00	(9,000.00)	0%
	\$	\$	\$	
Total Income	49,058.32	55,998.00	(6,939.68)	88%
Expenses				
505 Administration	375.72	600.00	(224.28)	63%
510 Insurance	3,261.84	2,796.00	465.84	117%
515 Payroll	8,107.00	7,998.00	109.00	101%
520 Telephone & Internet	486.98	750.00	(263.02)	65%
525 Utilities	2,481.87	1,746.00	735.87	142%
526 Copy Machine Maintenance	98.00	264.00	(166.00)	37%
543 Music	218.20	498.00	(279.80)	44%
545 Worship Committee	320.25	750.00	(429.75)	43%
546 Forum and Adult Education		48.00	(48.00)	0%
550 Religious Exploration	666.21	750.00	(83.79)	89%
555 Training	150.00	498.00	(348.00)	30%
576 Minister's Package			0.00	
576A Salary	16,250.00	19,500.00	(3,250.00)	83%
576B Housing	7,750.00	9,300.00	(1,550.00)	83%
576C Expense	120.00	1,500.00	(1,380.00)	8%
	\$	\$	\$	
Total 576 Minister's Package	24,120.00	30,300.00	(6,180.00)	80%
590 Membership		246.00	(246.00)	0%
591 Caring		96.00	(96.00)	0%
595 Hospitality	429.91	600.00	(170.09)	72%
601 Treasurer Supplies & Accounting		288.00	(288.00)	0%

605 UUSC Dues		30.00	(30.00)	0%
615 UUA Annual Fund	2,650.00	2,646.00	4.00	100%
621 UULMF Dues		30.00	(30.00)	0%
625 Cluster Dues		30.00	(30.00)	0%
630 Visibility	27.00	498.00	(471.00)	5%
635 Social Concerns	100.00	48.00	52.00	208%
637 Special Collections	1,382.34	600.00	782.34	230%
645 Building	1,559.12	1,500.00	59.12	104%
650 Cleaning	1,290.00	1,296.00	(6.00)	100%
655 Grounds	713.69	450.00	263.69	159%
6560 Payroll Expenses	620.19	600.00	20.19	103%
Total Expenses	\$ 49,058.32	\$ 55,956.00	\$ (6,897.68)	88%
Net Operating Income	\$ -			
Net Income	\$ -			