

Unity Christ Church
Board of Trustees Meeting
February 15, 2018

MINUTES

Roll Call/Members Present: Juankee McKinney, President; Lawrence Johnson, Vice President; Carolyn Perry, Secretary; Rudolph Clay, Treasurer; Ron Palumbo, Minister; Leonard Smith, Michael Montez.

OPEN SESSION:

Juankee McKinney, President called the meeting to Order at 7:07 pm.

NO guests were present.

Rev. Ron passed out a prayer for board members to recite together as the opening prayer.

Approval of Agenda:

Rev. Ron asked that a request from a church member to change the order for guest comments on the agenda be placed under New Business. **Lawrence made a motion to accept an amended agenda and Rev. Ron seconded. The amended agenda was approved.**

Board Check-Up

Board Members shared their prayers/prayer requests with the Board.

Minister's Report

- Rev. Ron met with the audiovisual team on January 21, 2018. Several suggestions from the team to enhance the ministry were implemented.
- **Caregiver Packets** will be announced only on Friend-Ship Sundays for the best response.
- Rev. Ron meditated and prayed with 9 congregants since last Board Meeting, which included 1 congregant home visit with health challenges and unable to be reached by phone.
- Met with Unity Ministers in Greater St. Louis area, All Unity Ministries in Greater St. Louis (AUM); they agreed to add an additional activity this year which would be a **picnic** in the spring or summer.
- AUM Thanksgiving Eve Service will be held at UCC this year. Host ministry receives love offering.
- Rev. Ron shared a copy of Unity Church of Light (St. Charles) **Youth Protection Policy**
- Water Cooler has been installed downstairs, has been upgraded with hot and cold spouts with child safety switch for same rental price \$7/month.
- Interfaith Partnership program at UCC in November final results: attendance 250; love offering \$596, which was divided equally among 3 entities that included Unity of South Houston Bay (damaged in hurricane to whom UCC also made a contribution).
- Clarification discussed on handling receipts for reimbursement of expenses by minister.

President's Report

- Conferred with Rev. Ron on February 11, 2018 regarding ministry's direction and emphasis for 2018
- Asked for Board members to consider writing for newsletter.
- Lawrence has volunteered to update the Policies and Procedures Manual.
- Juankee mentioned she would like to see a **YOGA class** started at UCC.

- She is interested in bringing **all of the prayer chaplains together from the various Unity Churches to conduct a SPECIAL HEALING SERVICE** at UCC. After getting positive feedback from Vanetta, head of the prayer chaplains, Juankee will begin working on the idea. Rev. Ron mentioned that he would also like to see a weekly healing service started at UCC.
- A Town Hall meeting was re-introduced by Lawrence to the discussion to get congregant feedback on ideas. Rev. Ron would prefer this to be on Friend-Ship Sunday in March.
- Juankee asked Rev. Ron to prepare a schedule/calendar of his suggested activities for the ministry.
- It was emphasized that reservations are needed asap for picnic venue. It was suggested that Rev. Ron communicate with other ministers via e-mail to facilitate efficient communication.
- Juankee visited Erin Keller in Barnes hospital, met the patient's parents, and received good news that Erin's clinical prognosis is very good! (Erin was transferred to St. Louis Hospital from Kansas City hospital and the Board was asked to give prayer and moral support to Erin. The request came through the Rev Sandra Campbell, a Unity Minister of Unity on the Plaza in Kansas City, where Erin is a member.)

Secretary's Report/Approval of Minutes

- **Leonard moved that MINUTES of BOARD Meeting of JANUARY 18, 2018 be approved. Michael seconded the motion. Motion passed unanimously. Minutes approved.**
- **CORRESPONDENCE:** None available.

Treasurer's Report

- Recommendations from the Finance Committee which met recently:
 - Share with UCC members the current finances of UCC, including the projection based on the past three years averaging a negative \$100,000 loss/year will deplete current assets in 4 years (December 2021).
 - (Discussion followed by several Board members that separate meetings of **board members and finance committee** to specifically address this financial issue be scheduled, and was agreed to by The Treasurer. Leonard recommended that these meetings occur after church on Sundays.)
 - Develop a plan/s to address the deficits; invite input on plans from UCC members by special membership meetings. Michael suggested that a marketing plan task force would be helpful in this effort.
 - Consult with appropriate leadership of other churches that overcame financial difficulties and growth stagnation, but are now prosperous. What approaches/resources/methods did they utilize? Rev Ron stated he is compiling a database of congregant expertise that could be helpful
 - **Recommendations approved unanimously by Board**
- Financials
 - Total income for January 2018 - \$4,997.39
 - Total expenses - \$10,270.18
 - Net income – (\$5,272.79)

- Total Current Assets at end of January 2018 - \$409,240.81 (*includes Commerce checking account, CD Bussey Pulaski Bank, CD West Community Credit, Bookstore Inventory, Office petty cash, Bookstore petty cash, special event cash box*)

Old Business:

- Harassment Task Force – 5 members (Carolyn Perry – leader, Barbara Lanier Harris, Jackie Dohm, Herman King, Lawrence Johnson) are working on the update for the Policy and Procedure of Harassment/Sexual Harassment for UCC. It will be refined to meet increased expectations of a comprehensive model for both adjudication and mitigation of complaints. Process is underway and members are actively submitting prototypes, etc. Rev Ron handed out a Youth Protection Policy for resource reading; he obtained this document from another local Unity Church.
- Juankee presented discussion of legal matters as brought up by attorney Richard Synder, who is to file, with the Court, the amended Articles of Agreement from the November 2017 Annual Membership Meeting. **Leonard made a motion** that we commit to a contract with Atty. Synder, after clarification of billing details, and issue the retainer fee of \$585.00. Rev Ron seconded the motion. **Motion passed unanimously.**
To be determined is the acceptable wording in the Articles regarding voting. Atty. Synder is suggesting “more than 50% of members present and voting” as majority. This wording is different from that required of By-Law Changes. Question of whether a special membership meeting is needed is still open.
- Rev Palumbo gave detail of different janitorial services of Brooks. **Rev Ron moved that Brooks’ rate be increased from \$10/hr to \$15/hr. Michael seconded to proceed to discussion. After discussion, motion failed.** Rev Ron expressed concern that Brooks was being treated unfairly because the office manager was given an hourly increase to \$15/hr after successfully completing 3 ½ months. **Rev Ron moved that Brooks’ salary be raised to \$13/hr and seconded by Lawrence.** Discussion revealed that Brooks’ is not an employee, but independent contractor and who did not request the increase. Vote 4 to 3 against an increase in hourly rate to \$13/hr for Brooks. **Motion failed. Michael made a motion that anything outside of usual contracted janitorial services that Brooks may be asked to do, that this be referred to Board for additional payment.** Seconded by Carolyn. Vote 5 for, 2 abstains (Leonard, Lawrence). **Motion passed.**
- Michael presented abbreviated outline of **marketing plan** he is developing. Designed to appeal also to younger generations and involve social media. Specific appeal to millennials. Emphasized need for specific plans for future and should include Unity Principles. **Marketing Plan** may change on yearly basis. Michael discussed the differences between a *strategic plan vs marketing plan*. Michael stated that a Marketing Plan is more practical for today’s dynamic environment.

NEW BUSINESS

- Amended Agenda item: Whether to allow *GUESTS* to make comments at the beginning of the meeting instead of at the end of the open meeting, as has been the established practice. After discussion, it was decided not to change the order of the Board meeting. *Guest* comments will be allowed at the end of the business meeting.

Closing Prayer by Rev Ron Palumbo. Meeting adjourned at 9:40 p.m.