

Unity of Stuart
Board of Directors Meeting Agenda
February 18, 2020 @ 6:30 pm

Abundantly grateful

Meeting Called to Order at 6: 30 p.m

Present: Rev. Jude, Linda Hart, Don Rowell, Ray Rice, Connie Cox, Nancy Bock
Sharon and Ray are excused

Opening Prayer

Mission/Vision Everyone

Our **mission** is to transform lives through love, prayer and service.

Our **vision:** Centered in Spirit, we celebrate a world of love, peace and joy.

Gratitude Check-In (Everyone) -

Linda - grateful for the owls that sit on pillars on the outside my house

Don - grateful for the positive energy coming from and to the band and music team.

Nancy -grateful for all the books we read here at Unity

Sharon -

Connie - grateful for friends who reached out and grateful for successful surgery. Grateful for sitting in the back of the church and the people who come to church and are engaged in the message.

Ray-

Jude - grateful for this community and for my spiritual practice

Approval of January Minutes

Motion - Don

Second - Connie

Approved: Yes

Approval of February Agenda

Motion - Nancy

Second - Connie

Approved- Yes

Approval February Consent Agenda

Events/Workshops

Reiki training - Feb 15 and 16

Volunteer Appreciation party - Feb. 28 -6-8

Annual Meeting Feb. 23 - noon

Community writers open mic - March 15 - 12:30

Guest Speaker and Musicians - Armand and Angelina - March 22

Motion - Connie

Second - Jude

Approved: Yes

Treasurer's Report

Affirmation

Board Treasurer

In a universe overflowing with the Allness of God, all of the needs of Unity of Stuart and those we serve are instantly, constantly and bountifully met. From every direction, known and unknown, expected and unexpected, our abundant good comes to us now. We are grateful! Amen!

Checking/Savings balances as Feb 18, 2020

| | |
|-------------------------------|------------------|
| Checking Seacoast | 10,477.28 |
| Savings - Building Reserve | 4,326.93 |
| Savings - Restricted Roof | 10,000.00 |
| Savings - Seacoast Reserve | 10,653.78 |
| Total Checking/Savings | 35,457.99 |

Other Current Asset balances:

| | |
|----------------------------------|------------------|
| Cash - Petty | 100.00 |
| Cash Drawer - Bookstore | 100.00 |
| Edward Jones - Endowment | 5,692.62 |
| Edward Jones - Stock | 16,843.34 |
| Total Other Current Asset | 22,735.96 |
| Total all Assets | 58,193.95 |

Approved January Financial Report:

Motion- Connie

Second - Nancy

Approved

Approve the December Financial Report:

This had been tabled from January as the Board didn't have the numbers at the December meeting.

Motion- Don
Second - Nancy
Approved

President's Report - President's Report

President's Report

*Looking forward to planning for and having the Annual Meeting. Very excited that we have three qualified candidates for the position. I'll be working with Rev. Jude after tonight's meeting to get things organized for that meeting

*Also looking forward to our Volunteer Appreciation Event and getting to know some folks better.

*Would like some training in how to read and understand our accounting system and think others may be interested in that too. I'd like to have a discussion on that under New Business.

Minister's Report-

Music Team -

Monday night rehearsals
Meeting with Don and Doreen to plan music

Staff/Volunteers

Scheduled Staff evaluations
Will work on a meeting with Cary and Don and Jerry around the sound system.

Events/Workshops

March 22 Armand and Angelina - guest speakers, concert and flute workshop

April 4 - Sloan Wainwright, Glen Rothels and Sue Riley

Special Services - Two Funerals

Facilities - Fire Alarm System has been inspected and repaired. Waiting on one station to be repaired.

Education -

For Self - Feb. 15 - I attended a workshop on Family Constellations in Ft. Lauderdale

For community

Adult Ed - absolute abundance - two weeks left

Our Community

Meetings/Staff/Volunteers

Weekly staff meetings

Women's Retreat Team - Scheduled a meeting for a one day retreat

Leadership Meeting -

Hospital visits

Hospice -

Finance Team Meeting - Feb 18

Other - I've been invited to participate in a blessing for the new Flagler Street Center in Stuart on Thursday Feb. 20 at 7:30 - no details yet

Service to Unity Worldwide and Subregion - I'm on the planning team for our regional conference in October.

Team Reports -

Facilities Team - Fire Alarm System Repair

Finance Team - This team met prior to the board meeting and reviewed the budget and made some changes which were included in the Budget presented to the Board for Approval. Also, a recommendation to move the funds from Edward Jones to Charles Schwab was given. This will be discussed at the March Board meeting.

Outreach -

Marketing : See **accountability board**. Ray still will get more information on the street signs for the next meeting.

Old Business

Building Insurance report - The board had questions on who was called for quotes for the insurance. Also, they would like to have other rates checked in April as this current policy runs through June, 2020.

Sketch for Sanctuary columns - tabled until March 2020

Volunteer Appreciation evening: Feb. 28th at 6 -8 pm. Jude sent Nancy some ice-breakers to consider.

Rev. Jude and Linda will discuss the food.

Possibility - Panera

Minister contract: See addendum to minutes for changes which were approved by the board.

Motion -Don moved to Rev. Jude Denning new contract is retroactive to January 1 with change as per the contract addendum to these minutes

Second - Connie
Approved

Martin County Local business tax receipt application: Was Sent

Increasing Local Tithe: Ray moved to increase the local tithe amount from 20% to 25%. After discussion, this motion was tabled by consensus for the next meeting.

New Business :

Rev. Jude presented a proposal to send Don and Doreen to Posi conference as follows:

Posi Conference 2020 Request for Doreen Poreba and Don Rowell

Our theme this year is "It Takes a Village: Building Community"

All hotels include breakfast, and your registration will include lunch and dinner each day including the Festival Banquet preceding the Posi Awards on Saturday night.

The five-day celebration includes all workshops, evening concerts, the signature, Late Night Pajama Jams, the 15th annual Posi Awards and the after awards celebration in the central courtyard.

Posi Conference for two people

| | |
|--------------|--|
| Airfare | 800 |
| Hotel | 1100 |
| Registration | 840 – includes two extra songwriting workshops |
| Song School | 255 |
| Total | \$2995 |

Her request is for the board to approve \$3200 for Don Rowell and Doreen Poreba to attend.

Rev. Jude proposed to release her education carryover for last year and education/national conference for this year. Keeping in mind that she is not going to Unity Village this year for the Field Program Mentoring Intensive.

As this Conference will be for the benefit of our Unity of Stuart Community, I recommend allocating this expense to our tithes to Unity Worldwide.

Motion on the floor to send Don Rowell and Doreen Poreba to Posi Conference funded in the amount of \$3200

Motion - Connie
Second - Jude
Approved

Motion on funding: Funding for the Posi Conference will be \$1000 from savings account with the remainder funded from total tithes at 50% of total tithes until paid.

Motion - Jude
Connie - Connie
Approved

Reasoning - Don and Doreen provide ongoing spiritual and musical gifts to Unity of Stuart and this is a tithe back to them.

Approval of 2020 Budget

Motion to approve 2020 Budget

Motion- Connie
Second - Nancy
Approved

Motion to give Jerry Ortiz a \$25 per week raise for A/V Tech Responsibility

Motion- Jude
Second - Connie

Approved

Financial Training for board - learning how to look at the books. There seemed to be interest in doing this but no date was set.

Just Talking - Unity Worldwide Ministries has scrapped the Bylaws Revision requirement

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| | | |
|---|--|---------------------|
| DOD serves at both services | 8 a.m & 10:30 | |
| Director of the Day and Meetings | | |
| February March | 23 8:30 Ray 10:30 Linda 1 - Ray/Connie 8 - Linda 15 - Nancy 22 - Connie 29 - TBD | |
| Town Hall Meetings | Set Dates: | 2nd quarter of 2020 |
| Annual Meeting | Set Date | February 23, 2020 |

For the Good of the Order

Annual Meeting Discussion

Nominating Team - Sandy Rowell - Rev. Jude and Connie Cox
Prospective members - Scott Dykema, Ray Rice, Nikki Melby

Board members to help sign in folks and take membership renewals

Rev. Jude to do membership cards.

Board Training - Board Training - March 7 10-4

Vision Meeting held on 1/5/20. Follow Up:

Labyrinth Quote-No quote received yet. Nancy is attended a weekend function to learn more about labyrinths and will talk to Diane Robinson (Jupiter) following this for more information.

Lighting Quote- Don met with Cary to discuss interior lighting. He will be coming up with a proposal. 4 Light bars \$880 - total

Ray will determine the cost to increase the current lights to brighter bulbs using the previous quote. A new pole would be \$2051.

New Sign Quote- Mae had left some pictures of signs for us. The board would like to know the costs of some noted. Connie to send the link she had on signs to Mae for investigation as well.

Summary and Action / Accountability List

| Date Entered | Task/Action | Complete By |
|--------------|---|-------------|
| 12/17/19 | Read 'Dare to Believe' by Brene Brown, pgs 19 to 44. | 2/18/20 |
| 6/18 | Linda and Ray work on Brick Team Linda will schedule meeting when bricks | January |

| | | |
|-------|--|----------------------------|
| | arrive | |
| 6/18 | Yearly Membership Card | Jude 2/20 |
| 9/17 | Signs of different sayings Ray | Tabled to March |
| 10/15 | Nancy to have keys made for board members Ray, Sharon, Connie, Nancy/Jude | 2/18/20 |
| 11/21 | Board reads insurance costs for discussion at next meeting - agenda Request for who was called for a check on quotes. Request other company's rates in April | Done 2/18/20 4/18/20 |
| 11/21 | Paint columns talk | 3/24/20 |
| 11/21 | Compile wish list for facilities Jude | ongoing |
| 2/18 | Financial Training for Board | ? |

Schedules

“Dare to Lead” Discussion- Discussion on pages 15 to 43 was tabled to the next meeting and will be held at the beginning of our meeting.

Board Ownership

Board presence at special events/keyholder

Supporting opening and closing

Arrive at 8:00 and 10 on Sunday to pray in, check in with service teams.

Next Town Hall Meeting: second quarter of 2020

Next regular board meeting: March 24, 2020 (Rev. Jude will be gone on March 18)

Adjourned at 8:45 by general consensus.

Closing Prayer

Secretary Signature (once approved): _____

Rev. Jude's Contract Addendum for 2020

3ii – request 60/40 split on classes (currently 50/50)

Yes

3iiia – request - strike negotiation of prosperity classes and make it 10% of tithes received. Yes

3vi3v Strike Bonus paragraph – and add At the end of the fiscal year, board will meet to discuss minister bonus Yes

- 4g. Sabbatical leave – Strike paragraph and add 1 month per year for three consecutive years after five years employment, with an additional 3 months after 8 years of employment. (to be taken at once) (right now says 6 months after 7 years) Replace the paragraph in the Contract with:

- Sabbatical Leave. At the completion of 5 years as minister of this CHURCH, the MINISTER is eligible for sabbatical leave at the discretion of the Board. Such leave shall be for the purpose of

personal study and enrichment in further strengthening his/her ministerial qualifications and shall be with full pay. The sabbatical leave shall normally be for one month after completing five years of employment, one month after completing six years of employment and one month after completing seven years of employment. After the completion of eight years of employment, the MINISTER is eligible for 3 months sabbatical leave with the time being taken all at once. The above schedule can be adjusted slightly at the Board's discretion. The specific timing of the leave shall be determined on a mutually acceptable basis between the Board and the MINISTER.

5ii. Request - Termination by board shall include 60 days standard pay plus one week for each year employed.
(right now says 30 days plus one week) **No, keep as is.**

***New * Retirement – request matching up to 5% of salary annually
Agreed for up to 4% with the name of the retirement plan in the language. (Empower Retirement)**