

**Unitarian Universalist Church of Jacksonville**  
**Board Meeting Minutes**  
**December 11, 2018**

**BOARD MEMBERS IN ATTENDANCE:** Tessie Bond, Tom Larson, Penny Reid, Laura TaVoularis

**ABSENT:** Phillip Baber

**OTHERS IN ATTENDANCE:** Karen Smith Scott, Sunnie Baber, Mike Plummer  
Chris Lippincott, Elizabeth Lippincott, Ken Connors, Elizabeth  
Anthony, Wende Carter, Lynn Shad, Mark Stewart, Melanie  
Mickey. Nancy Murrey-Settle, Tina Ramey, Katie Dalby,  
Jennifer Tucker, Erica McLoughlin, Mark Dickens, Max Story,  
Lisa, McLoughlin

**ORDER OF BUSINESS**

I. **CALL TO ORDER/OPENING WORDS** - The meeting was called to order at 6:30 p.m. by Tom Larson, President. Larson offered the opening words.

II. **APPROVAL OF MINUTES**

The Minutes of November 13, 2018 could not be approved due to a lack of a quorum. No other Board business could be conducted for lack of a quorum.

III. **REPORTS**

**Board Agenda** – Larson introduced the proposed agenda for the meeting as well as as the 2019 goals that he would like to see the Board accomplish. The meeting as announced was interrupted by several guests who accused Tessie Bond and Tom of inappropriate actions Larson expressed concern for personal attacks at the meeting and on Facebook, and agreed to seek UUA help to restore trust. Several members requested an explanation of events.

**Personnel Committee** – Laura TaVoularis and Penny Reid, members of the Personnel Committee explained that the Committee including Mark Dickens, 2018 Board President, had negotiated the contract and it had been signed by Dickens and Baber but not by TaVoularis. According to their report, the contract had not been sent to the entire Board or the congregation as required. Additionally, paper copies of the signed contract were not available at the November 13, 2018 Board meeting for discussion. Three of the five Board members present asked about it and stated they could not vote for it or identify issues with it because they had not seen it. Reid stated that she sent the finalized contract to the three Board members November 14. It was also reported that the Board, in executive session, voted to have a plan to address the contract at the next Board meeting scheduled right after the Congregational meeting December 9, 2018. TaVoularis asked for the Board to meet prior to the December 9 meeting to address issues of concern, but that three Board members declined to attend. Someone asked why they declined to attend, and the question was left unanswered because none of the three referenced members was present.

**Finance Committee** – Larson explained the line item assigned to the minister’s salary. His prior statement that the salary indicated in that category had been given to the Finance Committee, of which he is Chair, by the Personnel Committee. He further indicated that the statement the line item could be reduced was in reference to a question from the 2018 Board

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at its November 13 meeting. He explained that a budget was only representing allocations which could be changed up or down as per Board approval.

**Board Nominations.** Larson will get together with the LDC (Lois Hoeft, Wende Carter, and Mark Dickens) to develop a list of volunteers to serve on the Board. There will be a congregational meeting in January to vote for nominees to the Board.

**Worship Services.** Katie Dalby gave a report on Sunday services coverage plans. She has plans for January, but is concerned about going into February.

The next Board meeting is scheduled for Tuesday, January 8, 2019.