

UUCG POLICY MANUAL

Board Description, Policies, and Procedures

Committee Descriptions, Policies, and Procedures

(January 2019 Revision)

Unitarian Universalist Congregation of Greenville
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CHAPTER I. INTRODUCTION

UUCG is a covenantal congregation, made up of our members and friends who work to create a supportive, nurturing, inclusive community that is welcoming to all.

UUCG's formal leaders -- its Board members and committee chairs -- depend on members and friends to make us a positive community presence. From maintaining the building to offering the activities and programs we do, volunteers are the core of our being -- volunteers committed to enriching the life of UUCG.

This policy manual, originally approved by the UUCG Board of Trustees in July 2005, is the basic reference for Board and committee policies. It is intended as a resource for members. It contains the current understanding of how our committee structure functions. As our Congregation changes, needed policies will change, and the policies herein will be updated.

If you have any questions or concerns about these guidelines, please speak with a Board member or the minister.

CHAPTER II. BOARD OF TRUSTEES

Descriptions, Policies, and Procedures

Board meetings are the third Monday of the month from 7:00 PM – 8:30 PM.

Governance Structure

Board of Trustees – The Board acts as a collective chief executive, sharing leadership with the minister. It determines what should be done, allocates responsibilities for getting it done, and monitors the process; its role is not to do things directly but to delegate. The Board needs to keep a close eye on facilities, finances, policies, and governance structure. It needs to make sure the committees and other groups are working well, and it needs to make sure decisions are made and implemented in a timely fashion.

President – The president is the executive officer, responsible for keeping the Board on track, making sure it performs its executive responsibilities and delegating other responsibilities. The president consults regularly with the minister, sets the monthly Board agenda and conducts the monthly meetings. The president serves for one year, normally after serving as the vice-president for a year.

Vice-President – The vice-president assumes the president’s powers in the president’s absence. The vice-president is, in effect, president-elect and is expected to be formally voted in as president after one year. In addition, the vice-president is chair of the Program Council.

Secretary – The secretary keeps minutes of Board meetings and the names of all voting members in attendance, preserves the papers of the Board and congregation. The Secretary shall file copies of the Board and Standing Committee Minutes where they can be read by the Congregation.

Treasurer – The treasurer pays all bills, signs all checks, reports on all receipts and expenditures, maintains records of all contributions received, and notifies members of pledge fulfillment status. The treasurer is an ex-officio member of the Finance Committee.

Past President – The immediate past president serves for one year after acting as president and is a voting member of the Board.

At-Large Members – These members represent the general interests of the congregation. They are members of the Board. They normally serve for 2 years, but may be elected for 1 year to fill the remainder of a term, or to replace a past president who cannot serve.

Minister – The minister participates on the Board as a non-voting ex officio member. The minister is kept informed about all Board activities and is consulted for recommendations and suggestions in problem-solving and in the design and implementation of new

programs and policies.

Executive Committee – The president, vice-president, secretary, and treasurer constitute the Executive Committee, which is authorized to make decisions in emergency situations. See policy under Emergency Board Actions for procedures.

Program Council – The Program Council is convened and chaired by the Vice-President and consists of all Committee chairs, staff, and other designated leaders. The group meets at least quarterly to share information and coordinate activities. The Council may make recommendations and request assistance from the Board. Members are encouraged to keep others informed of relevant information between meetings by telephone or e-mail. The vice-president is responsible for keeping the Board informed. All members of the Executive Committee must agree to have a background check performed. If practical, this shall be performed before they are nominated for or appointed to their position. If a background check has been performed within the previous 3 years, a new background check is not required, but may be requested by the Board at its discretion. The background check shall be initiated and received by the current president.

Individual committee chairs and the Council as a whole shall provide recommendations for the annual budget and shall identify potential leaders for committees within the congregation in liaison with the Nominating Committee.

Bylaws- The Bylaws provide the primary structure for the Congregational Governing Structure. They are approved- and can only be changed- by a vote of the Congregation.

Policy Manual – The Policy Manual provides detailed information about policies and rules of the Congregation. If there is conflict, the Bylaws supersede the Policy Manual. The Policy Manual is approved by the Board. It may be changed by a majority vote of the Board at any Board meeting. The Policy Manual should be reviewed by the Board at least annually to keep it current with the Congregation's needs and situation.

Board of Trustees Meetings

Board meetings are held on the third Monday of the month and are open to all members. The Board shall see that Congregation members are appropriately and timely informed about important matters affecting all. Minutes of the Board and congregational meetings shall be placed in an easily accessible location. The Secretary shall ensure a monthly summary of the Board minutes is submitted to the *Beacon* newsletter. Other methods of communications shall be used as deemed appropriate by the Board.

The Board may meet in closed session to address sensitive issues, such as personnel, personal, or legal issues. No regular business may be discussed or voted on during a closed session.

Alcohol Policy

PURPOSE OF THIS POLICY:

1. Safety and protection of members, guests, and children of our congregation—and of the community we live and drive in.
2. Recognize our responsibility to follow local and state laws.
3. Limit the liability of UUCG

CHURCH EVENTS INSIDE CHURCH BUILDING:

- Alcohol may be served if consumption is incidental to the event at which it is served.
- Alcohol can be served if event is primarily attended by church members.
- Alcohol can be served if event is primarily attended by people of drinking age.
- Alcohol **cannot** be served to anyone, or served by anyone, under 21 years of age.

- Advance notices of event where alcohol is to be served must state that alcohol will be served
- A plentiful variety of free non-alcoholic beverages must be available when alcoholic beverages are served.
- There can be no charge for drinks.
- There can be no admission cost for the event.
- Serving of alcoholic drinks must end at least an hour before the end of the event.

- All alcoholic drinks are to be served by the host or a designated server. At large events hiring a certified bartender is strongly recommended. Alcoholic drinks are **not** to be freely accessible/self-serve.
- Alcoholic beverages are limited to beer and wine.
- No alcoholic beverages may be left unattended on church property--a designated host must assume responsibility for the transportation, serving, and removing of alcoholic beverages.
- Host should advise guests not to leave drinks unattended and unattended drinks should be removed and disposed of.
- Alcohol must be served in a separate area from food and other drinks.
- Alcohol may not be stored on the church premises.
- No one may bring a personal container of alcohol onto church grounds.
- No one may take alcohol out of the building except the designated host.
- No one may take a personal/open container of alcohol off church grounds.
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- If anyone is aware of an attendee who is violating these rules, or appears to be intoxicated (especially to the point of being disruptive or a danger to anyone) they should be asked to leave the premises. It is the responsibility of the host to provide alternative transportation. The church will reimburse any such expense.
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- **CHURCH USE BY NON-UUCG GROUPS**
- Outside groups using the church must also abide by these rules.
- Outside groups must sign a contact containing these rules.
- Outside groups must obtain special liability insurance if serving alcohol at an event in the church.

- Hosts are responsible for the safety and sobriety of their guests.
- If group is charging admission or selling food or drink, the group must procure a one-day alcohol permit from the ABC Board.

INSURANCE

Currently our liability insurance allows us to serve one drink per person per day. Special liability insurance for serving more than one drink per person can be procured through our insurance company. Be aware this process may take some time.

LEGAL

If money is collections for admission, the meal, and/or the drinks, a special one-day license must be applied for a purchased from the local ABC Board.

Pitt County ABC Board

119 Cotanche Street
 Greenville NC 27834
 252-752-0622
<http://abc.nc.gov/>

Budget

The Congregation shall approve a budget for the next year (July 1 through June 30) at the Annual Congregational Meeting. Normally, the Committee Chairs, Minister, and Board shall submit budget requests to the Treasurer by February 1 to be used in developing the budget for the next year. Individual members are welcome to submit suggestions also.

The Treasurer shall develop a proposed budget in consultation with the Finance Committee. The proposed budget shall be submitted to the Board for preliminary approval. After the Pledge campaign is completed, the Treasurer shall review the results and present the budget to the Board. If changes must be made, the Treasurer shall propose alternatives. The Board shall approve a final budget for presentation to the Congregation. The Congregation shall pass the budget – as presented, or with amendments by majority vote.

The budget should include at a minimum:

- A. Expected sources and amounts of income
- B. The amount of compensation for the Minister and any employees
- C. Totals for income and expenditures
- D. A clear indication of any budgeted deficit or surplus.

While committees are encouraged to detail how they expect to spend requested funds, the actual budget should not be too detailed. An excessively detailed breakdown by line item could prevent Committee Chairs from allocating funds in the most effective way. Committees are limited in the ability to transfer funds between line items, so one general category allows more freedom than many detailed categories.

Building Maintenance and Cleaning

The Building and Grounds Committee oversees all building maintenance and cleaning. The committee chair or designee is responsible for other functions such as replacing light bulbs

and maintaining cleaning supplies. All changes to grounds or building (including furnishings and decorations) shall be approved by the Committee Chair or designee. Exception to this are:

The area around the lectern which the Minister shall control

The RE rooms decorations and furnishings shall be controlled by the RE Chair

Designated bulletin boards shall be controlled by the designated chair or individual(s)

To supplement the monthly or bimonthly cleaning service, the Hospitality Committee is responsible for basic, weekly maintenance of the kitchen and eating area.

Building Use Policy

UUCG's building is a valuable community asset and will be made available to groups whose activities are consistent with UUCG's mission. Congregation groups and activities have priority over outside groups and all-church activities have priority over the activities of specific church groups. Funeral or memorial services for members and/or their immediate family will be given priority at the discretion of the Minister or the President.

The Building and Grounds Committee Chair shall be responsible for issuing keys to the building and facilities and maintaining a record of who has been issued keys in a database accessible to the Board. The chair shall change the combinations on locks at least bi-annually, or more frequently if judged appropriate.

The Building and Grounds Committee is responsible for recommending rental fees. Rental fees will be based on actual costs to own, staff, operate and maintain the Church, with consideration of comparable fees charged by other churches. Fees will be reviewed at least every two years. The building use contract will specify rates, UUCG and user responsibilities, and access. Insurance shall be required for use not covered by the church's policy. UUCG may request a deposit against damage, as defined in the use agreement. The Building and Grounds Committee Chair, in consultation with the Board, shall be responsible for determining if the use is appropriate.

The Building and Grounds Chair will be responsible for maintaining a calendar of building use, and securing written contracts for building use. A calendar of events, preferably covering the current and upcoming month, will be prominently displayed inside the building. The Treasurer shall be responsible for collecting fees. The Building and Grounds Chair is normally the contact for scheduling and maintaining a calendar of building use. Each user should complete a rental agreement.

Tax laws discourage churches from renting to for-profit groups and from making a profit on building use fees. Non-profit groups may request free building use or use at reduced fees. The Building and Grounds Chair has authority to evaluate and grant such requests. In case of questions of whether an applicant is an appropriate user of UUCG's building, the decision will be guided by whether the applicant's mission is consistent with UU values and purposes. The UUCG building may not be used for partisan political meetings for specific candidates or parties. Members in good standing may have free use of the building for weddings, ceremonies, and memorial services for themselves or members of their immediate family. Fees may be charged for use of the kitchen.

General requirements:

Alcohol: Alcoholic beverages may not be sold. Only wine, beer, and/or champagne may be served as the sole responsibility of the group or individual user. User assumes responsibility for compliance with laws pertaining to alcoholic beverages and the sobriety of guests. See alcohol policy earlier.

Equipment: UUCG tables and chairs are available as part of the use agreement. If rental equipment is needed, the user is responsible for coordinating delivery and set up. Use of electrical equipment is limited to, and must be compatible with, the existing 20-ampere circuits available. No special hookups are permitted or authorized. User must return the room to its pre-existing status by the agreed-upon time.

Building users may have access to UUCG easels (but not flip charts), sound system, TV, VCR, or projector and screen if agreed upon when the building use contract is signed and with three conditions. Specific permission must be given for use of the sound or video system. Users must be trained on proper use of the system before attempting to use it. Finally, UUCG charges an additional fee to cover maintenance expenses for such equipment.

Kitchen: Applicable fees, if any, apply to kitchen use for events such as pot luck dinners or food preparation by a caterer. Guidelines posted in the kitchen must be followed. User is responsible for clean up and return of used items to the appropriate places.

Furniture Movement: Unless other arrangements are specifically made, the renter is responsible for moving and returning furniture to its original position.

Piano: Written permission and payment of a use fee is required for use of UUCG's piano. The piano may not be moved without advance permission. If desired, the piano will be tuned for additional amount of \$90.

Litter and debris: No loose confetti may be used. Potpourri, birdseed, or rice may be used outside only. Candles must always be in non-flammable holders to avoid wax on the floor or chairs. Users are required to clean up after events. Trash must be removed from the building.

Noise: Renters are expected to honor city noise control codes.

Parking: Parking is permitted in the UUCG parking lot or on the street. User should not park or drive across the lawn between UUCG and adjacent buildings.

Smoking: Smoking is not allowed inside any church building space. Smokers are requested to not smoke within 20 feet of entrances and to properly dispose of cigarette/cigar butts.

General Behavior: Users will extend full courtesy and consideration to others in the building. Users are responsible for the behavior of their children and shall not leave any child(ren) unsupervised. **For safety reasons, children may not enter or use the Religious Education rooms unless a child care provider is present. If the Religious Education area is used, all matches, lighters, sharp items, or other potentially**

harmful items must be moved to a high or inaccessible location at the end of use. All exterior doors shall be left locked and lights (except the one marked) turned off when the building is unattended.

Compliance: The Minister, or a designated church member shall monitor for compliance with these policies.

Committee Guidelines

Committees, and special committees authorized by the Board according to the Bylaws, address the program and functional needs of the congregation and the building.

General Guidelines

Committee program years shall be July 1 through June 30th.

Membership

All members are eligible to serve as committee chairs or members. Friends may serve as committee members.

Leadership

Committee officers must be members of UUCG.

Committee chairs and Task Force Leaders are appointed by the Board except as specified in the Conflict resolution policy and the Nominating Committee.

Communications and Publicity

Internal Communications

Committee and Board meeting minutes shall be made available to any UUCG member.

Mail slots for officers and for some committee chairs can be found in the building office. Leaders are responsible for picking up their mail.

The UUCG *Beacon* is published **at least** monthly, provided to each member and friend, and to visitors for three months. The *Beacon* may be printed and mailed upon request to the editor.

The UUCG listserv should be used only by members and friends to make announcements of interest to the entire congregation.

Members and friends are encouraged to communicate directly with others interested in issues, rather than the congregation at large, or through third parties.

Anonymous communications are not acceptable.

External Communications and Publicity

UUCG recognizes its responsibility to inform the community about its mission and activities. We welcome the community to all of our public events and programs.

All press releases or information for publication or **public posting** are to be issued by the Communications Chair or other Board designee in consultation with the

Minister. Both Communications Chair or other Board designee and Minister should receive the information at least a week before the publication date. If the Communications Chair or other Board designee is not available and the information is time-sensitive, the Minister or the President may submit the information for publication.

Conflict Resolution Process and Procedure

I. Rationale and Principles of Conflict Resolution:

To dwell together in peace.

The majority of the times, persons who encounter conflict are able to resolve the matter without assistance from others. However, some situations may arise that are not easily resolved by direct communication. Left unresolved, the conflict may threaten the fabric of the community and/or disrupt the functioning of the church.

To seek the truth in love.

Though we always seek peace, conflict is inevitable in any community of persons engaged in creating meaning in their lives. A congregation can anticipate incidents of conflict and plan for their healthy resolution. Managed well, conflict contributes to the growth of the individual and the community.

So that all shall grow into harmony.

This policy sets forth procedures that may be initiated by any person in the church community (friend, members, staff, and/or minister) when he or she wants assistance resolving a conflict with another person, persons, or group in the church, including conflicts between staff and members.

Thus do we covenant with one another.

It is impossible to devise a list of unacceptable behaviors upon which we would all agree. Rather, we seek to affirm the principles of the covenant we have entered into with one another. These principles form the basis for guidelines about behaviors we seek to promote and hold to as a community.

II. Guidelines

We are not alone in our efforts to establish a basis for how we treat one another. Many Unitarian Universalist congregations have recently developed behavioral covenants by seeking input from children and adults in their congregation. We adopt these guidelines for our congregation, not as commandments but rather as reflections of the principles in the above covenant and as recommendations for our interactions.

We are a community of volunteers.

We are responsible for working to make this a congregation that welcomes all regardless of race, nationality, age, sexual orientation, handicap, or political persuasion.

We remind each other of the principles of this church.

We are respectful of the rights of others to be heard, to be treated with kindness, and to be safe.

We treat others as we would like to be treated.

We are a church family—we look out for the welfare of others in our church family.

We help each other and seek help when we need it. Adults help adults.

Children help children. Adults help children. Children help adults.

We believe that everyone has a right to share in and enjoy church activities and food. We take only our share.

We are all responsible for protecting and taking care of our church property and for cleaning up after ourselves. The inside of our church is a special place. It is a place to walk, to speak in a quiet tone and to look out for others.

III. Procedures Regarding Disruptive Behavior and Conflict Resolution

A. Disruptive Behavior Intervention: While openness to a wide variety of individuals is one of the prime values held by our congregation and expressed in our denomination's purposes and principles, we affirm that our congregation must maintain a secure atmosphere where such openness can exist. When the congregation's well-being is threatened, the source of this threat must be addressed firmly and promptly, even if this ultimately requires the expulsion of an offending person or persons.

There have been times when the disruptive behavior of an individual within the church building has led members to voice their concerns about one or more of the following:

1. Perceived threats to the safety of an adult or child;
2. The disruption of church activities;
3. The diminishing of the appeal of the church to its potential and existing membership.

The following shall be the policy of the Unitarian Universalist Congregation of Greenville in dealing with these issues:

1. If an immediate response is required, this will be undertaken by the Minister(s), if available, and/or the leader of the group involved. This may include asking the offending person or persons to leave, or suspending the meeting or activity until such time as it can be safely resumed. If further assistance is required, then law enforcement may be called (dial 911). Any time any of these actions are undertaken without the Minister(s) being present, the Minister(s) must be notified. A follow-up letter detailing what steps must be taken before returning to the activities involved will be sent by the Minister(s) to the offending party or parties.

B. Personal Interaction: If a person feels another person or persons in the church community (friend, member, staff, or minister) has violated these guidelines, we encourage respectful confrontation and discussion between the parties involved. These can include those conflicts between staff and members, member and member, member

and minister, staff and minister. We share responsibility for making this a safe, welcoming, and inclusive church community in which we treat others as we would like to be treated.

C. Board President: Either party involved or any UUCG member may contact the Board President and request a formal intervention. The Board President may choose to get involved as they see fit. However he or she becomes involved, the Board President shall appoint an ad hoc group of persons to hear the matter. This group of five currently active members (including past Board Presidents if available) will work to assist the parties in developing a mutually agreeable resolution to the conflict.

D. Ad Hoc Conflict Resolution Group:

1. The Ad Hoc Conflict Resolution Group [hereafter referred to as the resolution group] may seek information from other persons who have knowledge of the conflict, emphasizing confidentiality in all its deliberations and to all with whom the resolution group interacts. The resolution group may also draw upon the expertise of professionals (including, but not limited to, doctors, educators, lawyers, law enforcement officers, social workers, and psychologists) as it deems appropriate; again with a clear understanding of confidentiality.

2. In some instances the resolution group may determine that the level of mediation needed is beyond its level of expertise, and it may ask if all parties would agree to meet with a professional mediator. If all parties agree to meet, the Board of Trustees shall by resolution establish the processes by which a mediator is selected, employed, and paid. An individual involved in the conflict may also request the services of a mediator, and if all parties agree to meet with a mediator, the initiating person would bear the cost of those services.

3. The resolution group will continue to work with the parties and if necessary, the mediator, to assist in conflict resolution. However, sometimes the best that can be achieved in resolving a conflict is for the parties to define parameters of behavior that will minimize the impact of the conflict in the church community. For example, parties might agree to cease written or verbal communication, refrain from discussion of the matter with others, and voluntarily suspend participation for a time in activities that have given rise to the conflict for a time in order for tensions to subside. The emphasis at this point of resolution is for all parties to be involved in setting the boundaries that allow each person room for his or her struggle to be authentic, yet within the context of and with an emphasis upon the greater welfare of the congregation.

4. The findings and rulings of the Ad Hoc Conflict Resolution Group will be reported to the Board President within one week of rendering a final decision in the matter.

5. Should the resolution group decide that repercussions include permanently excluding the offending person(s) from church premises, the Board of Trustees will first be consulted. This will be reported to the Board in writing, within one week of rendering their decision.

6. Any action taken by the resolution group may be appealed to the Board of

Trustees, in written form only, within 30 days of the decision rendered.

E. The issue will be referred to the Board of Trustees in a written report by the resolution group under three conditions: (1) the resolution group finds that the behavior generating conflict does violate the covenant, and (2) if any of the parties involved refuse to work with the resolution group or the work is not successful, or if any of the parties involved refuse an offer of mediation or if the mediation is not successful, or (2) if the alleged offending party continues to engage in the negative behavior.

1. The Board will then review the Resolution Group's written report.

2. Following the review, the Board will render a final decision in the matter. The primary concern guiding decisions shall be the overall welfare of the congregation.

3. Any Board member directly involved in the conflict shall excuse himself or herself.

4. The Board is authorized by the Congregation to take action as it deems in the best interests of the congregation. Such action could include, but not be limited to, asking one or more or all parties to leave the congregation until such a time that they can participate without harming the social fabric of the community. This action is subject to review within 90 days upon written notice by any party to the Board of Trustees.

These procedures provide many opportunities for healthy conflict resolution prior to reaching the Board for review. We encourage members of the congregation community to hold the greater good in high regard as they consider their complaints. To that end we may all live our covenant:

To dwell together in peace, to seek the truth in love, so that all shall grow into harmony,
thus we do covenant with one another.

Donations

Donations are welcomed and encouraged. They form the primary means of funding activities at the UUCG. Unrestricted cash donations are to be deposited into the general congregation financial accounts. Designated or restricted accounts may be set up with the Board's approval. Donations to Board approved designated or restricted accounts will be accepted and deposited appropriately. Unrestricted donations of services or materials are to be approved by the appropriate Committee Chair.

Occasionally, someone may wish to supplement funds available for a budgeted activity or project or provide funding for an unbudgeted item. These donations are generally welcomed. They should not be used to influence or circumvent congregational or leadership decisions. If the donor places restrictions on the use of donations or requires some action or special consideration in return for a donation, these are referred to as restricted donations. The Leadership must approve these donations.

For restricted donations under \$500, the Treasurer and appropriate chairman may accept

the contribution. For restricted contributions of \$500 or more, Board approval is required. If the Treasurer or Committee Chair feels the need, restricted donations less than \$500 may be referred to the Board for approval. If the Treasurer or Committee Chair feels concern that accepting the donation might violate our Unitarian Universalist Principals, either because of the source or due to restrictions, they may consult the Minister or Board before accepting the donation. The Board may refer donations to a Congregational vote for approval if it feels that is appropriate.

Emergency Board Actions

In the event that immediate Board action is required, i.e. within a few hours, the following procedures will be followed:

1. Contact the President to define the issue and the time constraints. If the President is not available, contact in the following order: Vice-President, Treasurer, and Secretary. The first officer contacted will be responsible for contacting the other Board members and the minister if the minister has not already been notified.
2. The officer who is the first contact will then confer with as many Board members as can be reached to develop a consensus on resolving the issue. Both telephone and e-mail shall be used to try to reach the entire Board in the time required.
3. Agreement on a course of action by four Board members will be sufficient to proceed. If fewer than four members can be contacted, the Board officer in charge is authorized to use his/her discretion in taking action.
4. In emergency situations, where the Board President is unavailable, the highest ranking person available, as listed in item 1 above, shall act in the Board President's stead for any action authorized to the Board President in this manual.

This emergency procedure is a last resort. Every effort shall be made to anticipate problems, to discuss them openly, and to seek a thoughtful response.

Financial Guidelines

Risk of Liability- No individual or committee shall obligate UUCG for financial liability without consideration and approval by the Board of Trustees. Expenditures within approved Committee budgets may be approved by the chair.

Reimbursement of Board and Committee Expenses – Requests for reimbursement should be submitted, along with receipts, as soon as possible after the expense is incurred but no later than 4 weeks afterward. Committee chairs are responsible for monitoring their budgets and are authorized to approve budgeted expenses, using the UUCG Reimbursement Form and noting the appropriate line item.

Special Plate Collections – The Board President, in consultation with the minister, may approve special plate collections for unexpected and worthy projects. This means that non-pledge monies collected at the Sunday service or during special collection calls may

be given to the approved causes.

Board Approval of Out-of-Budget Expenses The Board may approve out-of-budget expenses within limits set by the By-Laws.

Fundraising Activities of Congregation Groups

All fundraising activities except the pledge drive are to be coordinated by the Fundraising Subcommittee. Other groups such as RE and Social Action should inform the Fundraising Chair of plans that involve raising money to avoid conflicts in date and activities.

It is the function of the Fundraising Committee to raise non-pledge funds for the operating budget, as requested by the Finance Committee or Board, or for special purposes.

Goal Setting Process for Minister and Board

The minister and Board shall collaborate in setting goals for the year, when possible at the Board Retreat. Committees should set goals for the year to be presented to the Board. All goals should be reviewed periodically, and assessed by the committee in May with the assessment reported to the Board. This information shall be reported as appropriate.

Membership Policy

This policy will provide guidance for the process by which we certify the number of members reported to UUA by February 1 of each year.

The membership committee shall maintain a database of all individuals who have expressed an interest in the congregation and have provided their name and address. Each individual is assigned a status of Visitor, Friend, or Member.

When an individual first visits the congregation, s/he shall be entered into the database along with her/his date of visit. The UUCG newsletter is e-mailed or when requested mailed for three months. If the individual makes a contribution of record, s/he becomes a Friend and that date is noted. When an individual signs the membership book, s/he becomes a Member and that date is noted.

An individual is moved from Member status (and date noted) when

1. s/he has not made a contribution of record during the current or prior fiscal year and
2. has not responded to a letter of inquiry regarding their desire to maintain membership.

A contribution of record is defined as an officially recorded contribution of money, goods, or services. Any Member who desires to contribute goods or services instead of a financial contribution for him/herself, or on behalf of another, has only to contact the Minister or the Treasurer.

The Membership Committee Chair, or designee, will review membership status with the Treasurer and Minister at least annually to determine the voting roster for the annual meeting; and at other times as deemed necessary.

	Member	Friend	Visitor
Can Vote	yes	no	no
Dues paid to UUA and TJD	yes	no	no
Must support UUCG via recorded financial contribution	yes	no	no
Contacted during canvass/pledge drive	yes	yes	yes if active
Listed in directory	yes	yes	yes if active
Serve as committee chairs	yes	no	no
Serve on committees	yes	yes	yes
Receive UUCG beacon	yes	yes	yes
Receive UU World	yes	no	no
Participate in UUCG activities, programs, etc	yes	yes	yes

Membership Surveys and Evaluations

We encourage membership input into all congregational activities to suggest new programs and to improve existing ones. Committees that want to conduct surveys or focus groups to gain information for programming should make their request in writing to the Board of Trustees. Whenever feasible, surveys should be consolidated to avoid overburdening the congregation.

The Board of Trustees may appoint an ad hoc task force to conduct an annual congregational evaluation of UUCG programs and operations. The purpose of this survey could be, for example, to assess member appraisal of worship, spiritual growth, inviting and including community, outreach, managing, and leading.

Newsletter Guidelines

Articles should have special relevance for UUCG members and should be signed. Articles submitted for publication should be typewritten or hand printed and may be emailed or faxed. The preferred method of submission is an e-mailed file in MS Word format to announce@uugreenvillenc.org. Most articles should not exceed 125 words or 12 typed lines. All articles are subject to editing for clarity, brevity, or style by the editor. Separate inserts need approval.

The *Beacon* editor may request advice from the Minister, the President, or chair of the Membership committee.

The editor should notify the author of any article deemed inappropriate for publication. Any complaints about the beacon should be directed to the Editor or the Board.

Political Issues and Support of Causes

Diverse opinion and vigorous discussion of issues is an important facet of a UU congregation. The rights, opinions, and feelings of members with differing views should be considered and respected. Individuals or groups within the congregation should exercise judgment and sensitivity in the use of UUCG facilities and functions for the promotion of controversial causes.

The UUCG membership list shall not be used for political contacts or mailings.

There shall be no signs on congregation property endorsing any political position or candidate.

Members may present a written and signed petition to the Board to request a vote on the use or withdrawal of the congregation name as a sponsor (ability to use the congregation name without being qualified by a committee name) for a specific civic and community issue, activity, organization, or event. Petitions should include all standard information such as rationale, sponsorship goals, key recent activities, organizational leaders, other key sponsoring organizations, and financial reports as appropriate. The Board can approve such use of the congregation name without calling a congregational meeting by a vote of five (5) of the seven (7) Board members. With less than the required five votes, the petitioners may request a congregational meeting.

The UUCG name as an official sponsor of any particular activity or position on an issue shall be allowed only by decision of either the Board of Trustees or by vote of the Congregation.

It is understood that the minister may use personal and professional discretion in deciding which public stands and issues to support, and may identify her/himself as the minister of UUCG but in all cases speaks only for the self and not on behalf of the congregation unless specifically delegated to do so by a vote of the Board of Trustees or the Congregation. The Minister has the freedom of the pulpit to express his/her opinion.

Program Council Liaison Guidelines

The purpose of the governance and organizational structure of the congregation is to encourage broad participation in congregational activities, open communication, cooperation and coordination among groups, respect for diversity of beliefs and opinions, and support for the democratic process.

Responsibilities of the Vice-President/Program Council Chair

At the beginning of the year, review

- (1) the committee descriptions with the chairs and
- (2) the planning and reporting expectations for the chair.

Convene meetings of the Program Council

Inform committee chairs of congregation or Board issues and activities

Report council and committee issues to the Board of Trustees.

Facilitate communication with other groups as appropriate.

When a committee is not functioning, the Vice-President shall recommend the best course of action including redefinition of the committee functions. The Board is empowered to act on the recommendation or to choose another course of action, whenever consistent with the Bylaws.

Proposals to the Board of Trustees

Any UUCG member who wishes to recommend something to the Board may submit a written statement/proposal to the President by Monday of the week prior to the next Board meeting. Exceptions to the deadline would be made for (1) emergency items that arose too late for the Board meeting at the discretion of the President, or other Board member if the President is unavailable, and (2) amended recommendation as a response to a proposal received in a previous review. Any Board member may request consideration of an issue or proposal at the Board meeting. If approved by majority vote, the issue shall be added to the agenda.

Any Board member receiving a request that should properly go to a committee or the Program Council should refer the request to the Vice-President, who, as Chair of the Program Council, will make the proper disposition of the request.

Religious Education Safety

UUCG recognizes that religious communities must be dedicated to the creation of safe environments for all our members, particularly our children and teenage youth, who are vulnerable to incidents of abuse.

Screening and Selection of Workers with Children and Youth

All workers who provide direct care or supervision of children or teenage youth must meet the following criteria:

1. Be an active UUCG attendee for at least six months. Second adults may begin before six months if approved by the RE Chair or DRE. It is strongly recommended that those who work with our children be at least 18 years old.
2. All compensated workers must consent to a criminal background check and such check may be performed at the discretion of the Board or minister.
3. All applicants for compensated positions must complete an application form and supply two references. These references should be people who have known the applicant for at least a year, preferably in relation to previous work with children

or youth. Government-issued photo identification, such as a driver's license, must be presented.

4. All workers must sign the Code of Conduct form.

Event Supervision Recommendations

A minimum of two adults should be scheduled to supervise groups. Exceptions, for exigent circumstances only, may be made by the primary on-site adult leader. For the purposes of these requirements a "group" is defined as those minors who have been assigned to a nursery, preschool, or individual class or specific program or activity within the context of that class, as well as youth who are taking part in a planned, organized component of their religious education program.

Minimum adult-to-child/youth ratio is as follows:

Nursery/Preschool — 1:6

Elementary — 1:6

Middle School — 1:8

High School — 1:10

If the host site for an event involving children and youth has established more stringent adult-to-child/youth ratios, those of the host site will be used instead of the above ratios.

If an adult other than a parent or guardian has a private one-to-one meeting with a child or youth during the event, another worker in the program shall be notified about the meeting, either before the meeting or promptly afterward.

No adult, other than a parent, guardian, or sponsor is to be alone with a child or youth off-site.

Corporal punishment may not be used under any circumstances.

Transportation To and From Events

All drivers must be at least 22 years of age, hold a valid driver's license, and provide proof of motorist insurance.

The vehicle must be equipped with seatbelts for all youth passengers, and seatbelts are to be used when transporting youth during events.

Written permission of the parent/guardian of all minor passengers shall be obtained prior to being transported. This permission shall include all relevant details pertaining to the event, such as date and location, name of driver(s), time of departure and time of return.

No driver may consume alcohol or use any form of drug which can impair physical or mental ability to carry out his/her duty as a driver.

A minimum of two adults must accompany a group going off-site. Exceptions, for

exigent circumstances only, may be made by the primary on-site adult leader.

Reporting of Incidents, Response, and Removal of an Advisor

All persons associated with a UUCG event, including compensated workers, volunteers, adults, or youth, who acquire knowledge or a reasonable suspicion that one or more youth has been sexually molested or exploited, injured, or been the victim of significant objectionable conduct shall immediately report the incident to the person in charge of the event.

Every person in charge of an event to whom a report of exploitation, molestation, injury, or objectionable conduct is made shall immediately:

- (i) Gather the basic information about the situation and people involved to determine whether the incident should be reported to the police or social services.
- (ii) Notify the Minister and President of the situation and determine a next course of action.
- (iii) Report the incident to the parent or guardian of the apparent victim(s).
- (iv) Prepare a written report on the incident for minister and Board.

Removal of an Adult Advisor

Should circumstances or events arise that indicate that an adult advisor is no longer a suitable person for working with children or youth, that adult will be removed from involvement or contact with children or youth.

Any person with concerns about an adult advisor should contact the UUCG Minister and President, who will assess the need for removal. In seeking to remove an adult advisor, the Board of Trustees will afford the affected worker or advisor an opportunity to know the charges against him or her, to know the evidence, and source thereof, supporting such charges, and the right to reply to or rebut such charges. In disputed cases, the adult volunteer may request mediation through the Conflict Resolution process. The adult volunteer may not continue working with children until all concerns are removed.

It is understood that such action will be handled with due caution and discretion. Because of potential exposure to charges of discrimination or other legal hazard, the Board shall be kept informed about any removal action under this policy.

Smoking Policy

UUCG is declared a smoke-free building in its entirety.

CHAPTER III. UUCG COMMITTEES

Mission, Strategy, Responsibilities, and Tasks

A. Introduction

UUCG has three types of committees: elected committees, standing committees with chairs appointed by the Board, and ad hoc committees.

The Nominating Committee is elected by the Congregation.

Standing committees conduct continuing congregational activities. They may change as the Board sees the need to adjust tasks. Examples include Membership, Hospitality, Social Action, Worship, and Religious Education.

Ad Hoc committees are appointed by the Board or President to address short time needs.

Each committee makes important contributions to maintaining and improving our congregational life and to fulfilling our UU ministry

Committee Chairs

Committee chairs are appointed by the Board. Past committee chairs, the Board, and the Minister can be called on for advice. *The Congregational Handbook* (located in the office) is an excellent resource.

As we work together toward fulfilling UUCG's mission, committee leaders need to nurture their volunteers, lead their committee effectively, and communicate fully.

Relationship to UUCG Board of Trustees and Minister

Committees relate formally to the Board of Trustees through the Vice-President who chairs the Program Council. The Vice-President calls and presides at the quarterly or more frequent meetings of the Council. The Vice-President shall present regular reports to the Board and is the conduit for presenting issues, concerns, or suggestions from standing committee chairs to the Board. Please notify the Vice-President at least a week before the Board meeting of issues for that month's Board agenda.

The minister is a resource and consultant to committee chairs, so phone or e-mail the Minister to share information or invite input. The Minister knows our members and friends and has access to the variety of resources at the Southeast Region and UUA.

UUCG Committees

Below follow written committee descriptions – a narrative description of each committee's mission, strategy and tasks, sometimes with written guidelines from the Board. See also Committee Guidelines above.

Building and Grounds Committee

Mission: To maintain a safe, aesthetic, welcoming environment that enhances the worship, spiritual, and communal experiences of members, friends, and visitors; to provide a clean building with well-groomed grounds; to make recommendations for maintenance and improvements and to communicate with the Board of Trustees on space and resource needs.

Strategy: The committee, aided by other volunteers, will ensure that routine (weekly, monthly, etc.) and preventive care for the building and grounds is done and that building users respect the property. It will also monitor space and resource needs at least yearly.

Tasks:

- Grounds: Lawn care, including weeding, fertilizing, mowing, new plants
Maintain parking lot, tool shed, and exterior of building.
- Inside: Supplement periodic contract cleaning as needed.
Arrange for and coordinate repairs and improvements to building.
Arrange for periodic carpet cleaning and window washing.
Maintain appropriate supplies for cleaning, replacing light bulbs, etc.
Decorate the building for special occasions.
Arrange for flowers (real or artificial) for Sunday services.
- Budget for routine expenses: Make recommendations for capital expenditures to the Board and the Long Range Planning Committee.
- Provide a copy of its meeting minutes to the Board Secretary.

Finance Committee

Mission: To insure adequate income for the UUCG operations; to responsibly monitor expenditures; to insure complete and accurate accounting of income and expenditures; to coordinate efforts by the Stewardship and Fundraising Subcommittees, and help increase the Endowment.

Strategy: This committee will advise the UUCG Board on all financial matters, including budget preparation, monitoring income and investments, financial projections, and capital campaigns. It oversees and coordinates the activities of the subcommittees concerned with the Endowment, pledge campaign and fundraising.

Tasks:

- Provide a copy of its meeting minutes to the Board Secretary
- Prepare and monitor the operating budget
- Assist treasurer with evaluating insurance policies and modes of financing major improvements.
- Support the annual pledge campaign as conducted by the Stewardship Subcommittee
- Recommend and monitor capital campaigns as needed
- Evaluate and recommend investments (in conjunction with Endowment Subcommittee)

Oversee fund raising activities

Stewardship Subcommittee to Finance Committee

Mission: To operate the annual pledge campaign with input from the Board of Trustees and all committee chairs to achieve UUCG's budget goal and insure that resources are available to cover UUCG's operating expenses and carry out new programs as approved by the Board or Congregation.

Strategy: The Subcommittee will operate during the entire fiscal year and will include a chair, the Treasurer, and the President, among others. The Subcommittee may adopt acceptable procedures for canvassing, including training and pledge materials. Its chair is a member of the Finance Committee.

Tasks:

Provide a copy of its meeting minutes to the Board Secretary

The timetable for completion of the following tasks may be modified by the Subcommittee as needed.

December - Appoint pledge dinner chair(s)
Set dates for pledge dinner.

December/January - Request that committee chairs submit budget requests

February - Announce Pledge Dinner and Canvass in beacon
Direct design and printing of pledge dinner and materials
Coordinate development of new budget with Finance Committee.
Train volunteers involved in the pledge process

March- Manage Pledge dinner
Commence pledge drive
Finish pledge drive

April- Report to the Finance Committee so the final budget can be prepared for approval at the Annual Meeting.

Fundraising Subcommittee to Finance Committee

Mission: To oversee UUCG's overall fundraising; to supplement UUCG pledge and non-pledge income for operating expenses and special projects.

Strategy: This Subcommittee will coordinate with the Finance Committee, the Board and the Minister to set annual or longer-term fundraising financial goals, and to establish a fundraising plan that incorporates a series of appropriate vehicles, such as special events, direct mail, product/art sales, etc. It will take the lead in certain types of congregation-wide fundraising activities, such as a dinner/dance or auction, and it will recruit and work with members or volunteers on approved projects for fundraising. The Subcommittee will set general guidelines on acceptable fundraising options, including type of project and cooperation with other groups. It will support UUCG applications for grants or outside funding, in cooperation with other UUCG committees and interest groups, when these activities are deemed appropriate and consistent with UUCG's mission and if

approved by the UUCG Board. (Example: Some grants require matching funds which the Fundraising Subcommittee may be asked to help procure.) The committee will monitor fundraising efforts to be sure that ethical practices are used, that donors are acknowledged appropriately, and that fundraising efforts are effective.

Notes:

The responsibilities of the Fundraising Subcommittee DO NOT include UUCG's annual pledge canvass or capital campaign, although individuals involved with this committee may be active in these other activities as well.

When fundraising for a specific project can best be achieved by one-on-one requests for support from individual UUCG members or from community businesses, approval by the Board should be requested. The type of request and timeframe should be specified to avoid possible conflicts with other UUCG activities.

Tasks:

- Provide a copy of its meeting minutes to the Board Secretary.
- Publish an annual calendar of fundraising events approved by the Board.
- For each project, recruit a director to plan, publicize, organize, and implement.
- Record expenses and proceeds.
- Report to the Finance Committee and the congregation.

Endowment Subcommittee to the Finance Committee

Mission: To support UUCG through the faithful management of bequests in wills, charitable remainders and other trusts, charitable gift annuities, assignment of life insurance, and transfers of property.

Strategy: The Subcommittee should meet every six months or more frequently as needed to review investments and make recommendations for actions to the Board for Board approval. It also recommends steps to inform the congregation on contributions to the Endowment Fund.

Tasks:

- Monitor Endowment Fund investments
- Encourage member contributions to the Endowment Fund
- Provide a copy of its meeting minutes to the Board Secretary
- Maintain accurate records of the Endowment Fund and make them available to the Board annually for review
- Report annually to the Board on the status of the Fund
- Recommend for Board approval distribution of income: up to one-half for the physical UUCG building, i.e. maintenance, capital improvement or renovations, or mortgage reduction; up to one-fourth for scholarships or grants to UUCG members for UU-related activities, training, and conferences; and up to one-fourth

for outreach into the community.

Hospitality Committee

Mission: To create venues for social enrichment and strengthening of UUCG's social network.

Strategy: The Hospitality Committee conducts fun events for congregation members, friends, and visitors. It arranges social settings for conversation and camaraderie. In addition to refreshments after each Sunday service, the committee plans events for most months of the year. It seeks opportunities to try new events that contribute to its mission.

Tasks:

- Provide a copy of its meeting minutes to the Board Secretary

- Sunday "Social Hour", including

- Recruit volunteer to prepare beverages and set up table according to instructions posted in the kitchen.

- Identify a Refreshments Coordinator who serves for a month, puts up the sign-up sheet for refreshments, reminds people to bring items, and stays to help clean up.

 - Put dishes in the dishwasher. Clear off and wipe down tables. Sweep kitchen.

 - Vacuum if necessary. Take home dish towels to wash.

- Recruit volunteers to stock items for kitchen.

- Work with the Building and Grounds Committee and Membership Committee.

- Regular Social Events: Identify volunteer organizers to publicize, post a sign-up sheet, and make assignments (if appropriate) for

 - Dinners for Eight

 - Other events

- Arrange child care for special events

- Weekly events: Identify volunteer organizers to publicize and organize

 - Tuesday Morning Breakfast

Membership Committee

Mission: To support UUCG's efforts to attract, welcome, integrate, and retain members; to create a welcoming environment that enhances the sense of belonging to a supportive, caring community.

Strategy: The Membership Committee performs regular activities to welcome visitors and to support community building.

Tasks:

- Provide a copy of its meeting minutes to the Board.

- Operate a phone tree for last minute changes in church scheduling or emergency

- events.
- Renew UUCG brochures on display as needed.
- Coordinate with the Hospitality Committee
- Publicize and conduct a Newcomer Orientation two or three times a year.
- Announce the orientation in the Order of Service and in the *Beacon*
- Send invitation to individuals and families
- Plan Orientation with the minister
- Organize orientation material for presentation for three Sundays after church
- Describe the process for joining the UUCG, i.e.
 - Attend Orientation
 - Sign the Book
 - Make a Pledge
 - Read New Member Packet
- Identify and follow up with visitors
- Plan the New Member Welcoming Ceremony with the minister and provide handouts to congregation for the ceremony
- Ensure that UUCG and UUA brochures are available.
- Recruit Sunday Morning greeters
 - A coordinator of greeters recruits and reminds volunteers by sending a Thank You Postcard
 - Before their Sunday; the coordinator posts greeters responsibilities on the welcome table, and trains greeters.
- Greeter responsibilities include:
 - Arrive at UUCG by 10 AM.
 - Put out hymnals
 - Fold programs
 - Welcome arrivals at the door.
 - Ask visitors to sign the visitor's book
 - Pass the collection baskets
 - Count attendance and record at welcome desk by door.

Communications and Publicity

The Board may appoint a committee and chair to oversee communications and publicity functions of the congregation, or may appoint individuals with the responsibility for various functions of communications and publicity. If no committee and chair are formed, then coordination of these activities rests with the Board.

Tasks:

- Maintain UUCG's website, with updates and changes approved by the Board.
- Coordinate ongoing public information activities with other UU congregations, such as National Public Radio ads.
- Publish digital and print versions of the UUCG newsletter, the UUCG Beacon.
- Publicize special events, such as fundraising efforts and public programs, within the

congregation and to the public
Prepare UUCG pamphlets and materials.
Maintain the UUCG e-mail/listserv.
Evaluate and recommend new communication projects.
Advertise UUCG and UUism in the Pitt County region.

The UUCG *Beacon* is the primary means of ongoing official communication with members about our ministry, business, and activities. It is also an important tool for public and community information. The editor of the *Beacon* is responsible for collecting articles, doing appropriate editing, laying out the newsletter and **arranging for printing if needed**. The *Beacon* editor sets the deadline, usually Tuesday **or Wednesday**.

The Administrator is responsible for arranging for printing and distribution by mail or e-mail.

Caring Committee

A Special Committee for Caring shall assist and advise the Minister in coordinating and administering the caring ministries of the congregation, such as sending cards, flowers, phone calls or meals for members and friends who are ill, are experiencing life transitions, or are in need of special attention. The Minister may appoint a chair from the membership of the committee, if needed, otherwise, the Minister shall be responsible for chair functions.

Nominating Committee

Committee: Consists of three voting members of the congregation

Mission: To identify and recruit nominees for Board members and committee chairs

Strategy: The Nominating Committee members actively interact with members to become acquainted with people and learn their interests, strengths, and availability for participation on the Board and committee.

Tasks:

- Provide a copy of its meeting minutes to the Board Secretary
- Develop nominees for Board and committee chair positions to be voted on at the annual congregational meeting as specified in the Bylaws.

Nominating Committee Guidelines (as approved by the Board):

The Nominating Committee shall be responsible for identifying and recruiting Board and committee chair nominees for vacancies as described by the UUCG Bylaws. The Nominating Committee shall inform nominees of the process and advise them of their responsibilities. The committee's recommendations should be prepared for congregational consideration by late April and published in the May *beacon* in preparation for the Annual Meeting when Board members and committee chairs are

elected. The committee may be asked for recommendations when a Board member or committee chair must leave their office before their term is over.

Positions elected annually for one year term:

President

Vice-President/Program Council Chair

The Immediate Past President serves for one year. If unable to serve, an At-Large Member is elected to serve for one year.

Positions elected in odd years for two-year term:

Treasurer

One (1) At-Large Member

Positions elected in even years for a two year term:

Secretary

One At-Large Member

In future, should the president be unable to serve a full year as the past president member of the Board, the Board may appoint a person to fill this position when it comes open during the year. If the vacancy is known before the annual election, a third at-large position shall be elected by the congregation for a one year term.

Religious Education Committee

Mission: To provide children's religious education that is consistent with UU principles and UUA recommendations and is responsive to the interests and needs of UUCG children.

Strategy: Youth RE program planning will be done with maximum involvement of parents and children. Adult RE Programs shall be coordinated with the Minister. Whenever possible, RE activities will involve the entire congregation and will be coordinated with UUCG's social action projects. Regular reports of RE activities will be made to parents and the congregation through letters, announcements, and the *Beacon*. RE programs will be announced sufficiently in advance to allow maximum participation. The RE Committee will evaluate the overall Religious Education Program at least yearly. See also Religious Education Safety above.

Tasks:

Provide a copy of its meeting minutes to the Board Secretary

Coordinate weekly programs on Sunday

Design community service projects, for the children alone or in conjunction with UUCG social action programs

Organize and conduct special education programs, i.e. Coming of Age

Conduct at least one children's Sunday worship service for the congregation

Organize occasional parties and social activities for fun and camaraderie

Make recommendations to the Board about resources needed to operate and improve the children's RE program.

Arrange childcare for services

Recruit and hire childcare provider(s)

May work with other community churches to offer public Adult RE programs

Social Action Committee

Mission: To practice the UU principle of service in our congregation and the community; to support programs and activities that honor the UU principles: the inherent worth and dignity of every person; justice, equity and compassion in human relations; acceptance of one another and encouragement to spiritual growth; a free and responsible search for truth and meaning; the right of conscience and the use of the democratic process society at large; the goal of world community with peace, liberty, and justice for all; respect for the interdependent web of all existence of which we are a part.

Strategy: The Social Action Committee performs specific community service projects and recommends financial support for various community agencies using monies collected during Fifth Sunday "give away the plate" collections. It usually works on continuing projects, such as First Born, and several smaller projects during the year. Individual volunteers assume responsibility for specific projects.

Tasks:

Provide a copy of its meeting minutes to the Board.

Organize volunteers for monthly food distribution at First Born.

At monthly meetings, identify other short-term or time-specific projects.

Recommend specific levels of financial support to community groups.

Worship Committee

Mission: To coordinate with the minister and lay leaders the presentation of varied and meaningful Sunday services; to inform the congregation and visitors about UU principles, the history of our denomination, and UUA positions on social issues; to spur spiritual growth; to contribute to the community spirit of UUCG.

Strategy: The Worship Committee aims to provide Sunday worship services and additional activities consistent with UU principles and interest to the congregation. It considers seasonal topics as well as relevant committee activities in its planning. It conducts regular reviews of congregational satisfaction and preferences to keep service topics in tune with interests.

Tasks:

Provide a copy of its meeting minutes to the Board Secretary.

Plan services and music

Arrange for outside/lay speakers

Recommend possible topics of interest to the minister for community programs

presented by UUCG alone or in cooperation with other churches
Publish the Sunday orders of service.

C. FORMS

UUCG Reimbursement Form

To facilitate record keeping one form must be filled out for each reimbursement. Each form **MUST** be signed by the chair of your committee.

Amount Requested _____

Committee name _____

Budget line name (ex. Church cleanup) _____

Make check to: _____

Person making request: _____

Signature of Committee Chair: _____

Date requested: _____ Date reimbursed: _____

Building Use Policy

UUCG's building is a valuable community asset and will be made available to groups whose activities are consistent with UUCG's mission. Congregation groups and activities have priority over outside groups and all-church activities have priority over the activities of specific church groups. Funeral or memorial services for members and/or their immediate family will be given priority at the discretion of the Minister or the President.

The Building and Grounds Committee is responsible for recommending rental fees. Rental fees will be based on actual costs to own, staff, operate and maintain the Church, with consideration of comparable fees charged by other churches. Fees will be reviewed at least every two years. The building use contract will specify rates, UUCG and user responsibilities, and access. Insurance shall be required for use not covered by the church's policy. UUCG may request a deposit against damage, as defined in the use agreement. The Building and Grounds Committee Chair, in consultation with the Board, shall be responsible for determining if the use is appropriate.

The Building and Grounds Chair will be responsible for maintaining a calendar of building use, and securing written contracts for building use. A calendar of events, preferably covering the current and upcoming month, will be prominently displayed inside the building. The Treasurer shall be responsible for collecting fees. The Building and Grounds Chair is normally the contact for scheduling and maintaining a calendar of building use. Each user should complete a rental agreement.

Tax laws discourage churches from renting to for-profit groups and from making a profit on building use fees. Non-profit groups may request free building use or use at reduced fees. The Building and Grounds Chair has authority to evaluate and grant such requests. In case of questions of whether an applicant is an appropriate user of UUCG's building, the decision will be guided by whether the applicant's mission is consistent with UU values and purposes. The UUCG building may not be used for partisan political meetings for specific candidates or parties. Members in good standing may have free use of the building for weddings, ceremonies, and memorial services for themselves or members of their immediate family. Fees may be charged for use of the kitchen.

Building Use Fee Schedule Effective January 1, 2019

	For Profit Rates	Non-Profit Rates
Sanctuary	\$220.00	\$110.00
Large RE Room	\$60.00	\$30.00
Small RE Room	\$30.00	\$15.00
Library	\$30.00	\$15.00
Kitchen	\$60.00	\$30.00
Projector	\$30.00	\$15.00
Sound System	\$30.00	\$15.00
Piano	\$30.00	\$15.00
Non-Member Memorial or Wedding		\$175 \$200 with kitchen
For multiple uses reserved in advance, reduced rates may be available		



UUCG Application for Use of Facilities

Please complete this form and submit via mail or fax along with your payment. Payment and signed agreement MUST be returned before space is considered RESERVED.

Unitarian Universalist Congregation of Greenville

131 Oakmont Drive

Greenville, NC 27858

(252)355-6658

office@uugreenvillenc.org

Event & Contact Information			
Person/Group Requesting use of Facilities		Responsible Individual <i>(if group)</i>	
Person/Group's Telephone #		Individual's Telephone # <i>(if group)</i>	
Person/Group's e-mail address		Event Type	<input type="checkbox"/> Non Profit <input type="checkbox"/> For Profit
Date Requested <i>(1st choice)</i>		Time Requested <i>(from what time to what time)</i>	
If a recurring event, please describe meeting frequency & overall duration <i>(i.e. "1st Weds of each month through December")</i>		# of People Expected	
Event Type	<input type="checkbox"/> Wedding <input type="checkbox"/> Meeting <input type="checkbox"/> Party <input type="checkbox"/> Other	Room Request	<input type="checkbox"/> Sanctuary/Social Hall <input type="checkbox"/> Kitchen <input type="checkbox"/> Library <input type="checkbox"/> Classroom <input type="checkbox"/> Other _____
Open to general public?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Will food be served?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Briefly describe event			
<i>Important! Space will not be reserved prior to receipt of deposit!</i>			

OFFICE USE ONLY			
Received by		Date	
Approved as requested		Approved with changes	
Room Assigned		Agreement Signed?	
Fee Due		Fee Paid?	

General requirements:

Alcohol: Alcoholic beverages may not be sold. Only wine, beer, and/or champagne may be served as the sole responsibility of the group or individual user. User assumes responsibility for compliance with laws pertaining to alcoholic beverages and the sobriety of guests.

Equipment: UUCG tables and chairs are available as part of the use agreement. If rental equipment is needed, the user is responsible for coordinating delivery and set up. Use of electrical equipment is limited to, and must be compatible with, the existing 20-ampere circuits available. No special hookups are permitted or authorized. User must return the room to its pre-existing status by the agreed-upon time.

Building users may have access to UUCG easels (but not flip charts), sound system, TV, VCR, or projector and screen if agreed upon when the building use contract is signed and with three conditions. Specific permission must be given for use of the sound or video system. Users must be trained on proper use of the system before attempting to use it. Written permission and payment of a use fee is required for use of UUCG's piano. The piano may not be moved without advance permission. If desired, the piano will be tuned for additional amount of \$90. Finally, UUCG charges an additional fee to cover maintenance expenses for such equipment.

Kitchen: Applicable fees, if any, apply to kitchen use for events such as pot luck dinners or food preparation by a caterer. Guidelines posted in the kitchen must be followed. User is responsible for clean up and return of used items to the appropriate places.

Furniture Movement: Unless other arrangements are specifically made, the renter is responsible for moving and returning furniture to its original position.

Litter and debris: No loose confetti may be used. Potpourri, birdseed, or rice may be used outside only. Candles must always be in non-flammable holders to avoid wax on the floor or chairs. Users are required to clean up after events. Trash must be removed from the building.

Noise: Renters are expected to honor city noise control codes.

Parking: Parking is permitted in the UUCG parking lot or on the street. User should not park or drive across the lawn between UUCG and adjacent buildings.

Smoking: Smoking is not allowed inside any church building space. Smokers are requested to not smoke within 20 feet of entrances and to properly dispose of cigarette/cigar butts.

General Behavior: Users will extend full courtesy and consideration to others in the building. Users are responsible for the behavior of their children and shall not leave any child(ren) unsupervised. **For safety reasons, children may not enter or use the Religious Education rooms unless a child care provider is present. If the Religious Education area is used, all matches, lighters, sharp items, or other potentially harmful items must be moved to a high or inaccessible location at the end of use. All exterior doors shall be left locked and lights (except the one marked) turned off when the building is unattended.**

I have read and understand this information and agree to its provisions.

Print Name: _____

Signature: _____ **Date:** _____