



Mission
We are a vibrant spiritual community
awakening each life to the Christ within.

Vision
Centered in Divine Love, we honor and celebrate
a world awakened to peace, abundance, and respect for all creation.

Unity of Fairfax Board of Trustees

Affirmation for the month:
creation.

Affirmation for the month:

“ . . .aim at perfection, take courage, be of one mind, live in peace; so shall the God of love and peace be with you.” (2 Corinthians 13:11)

BOARD OF TRUSTEES
Monthly Meeting, Monday, December 14, 2020

Board Members Present	Others Present	Board Members Absent
Russell Heiland, Senior Minister	Teresa Accomando	
John Kell, First Chair	Julie Fisher	
Anthony Flournoy, Second Chair	Dave Richardson	
Marangely Sandvik, Secretary	Reverend Beth Head	
John Dickman, Treasurer		
Gail Hughes, Keeper of the Flame		
Nancy Schneider, Member at Large		

Quorum present? Yes

Meeting was called to order on Monday, December 14th, 2020 at 7:02pm.

Reverend Beth Head attended the December BoT meeting to discuss Rev. Ron Karstetter Field Ministry Program completion.

The executive session started at 7:33pm.

MOTION: Approval of prior BoT Meeting Minutes

The Minutes from the November 2020 Board Meeting were approved unanimously.

MOTION: Reverend Russell Heiland 2021 manse allowance

Rev. Russell moved, John Dickman and Gail Hughes seconded, as part of Rev Russell’s compensation package of the manse allowance for 2021 at the amount of \$45,000. The motion passed unanimously.

MOTION: Budget for UoF Staff Bonus

Anthony moved, and Gail seconded, the amount of 3,500.00 budget for bonus in recognition of UoF staff employees hard work during this challenging year. The motion passed unanimously.

MOTION: New member of the BoT Nomination Committee

Nancy moved to nominate Judy Rogers as a new member for the BoT Nomination Committee.

The motion passed unanimously.

Minister's Report: Russell Attached as Appendix 1.

Committee Reports:

John Dickman: November Financial Report

The last 2020 Treasurer's Report can be found here:

file:///Users/marangelysandvik/Downloads/November%202020%20Financials%2012-13-20%20(3).html

Old business: Nancy Schneider explained the importance of keeping track of attendance numbers and membership list.

New business: All, January Meetings and Retreat Discussion.

Appendix 1

Minister's Report * December 14, 2020
submitted to the Trustees December 7, 2020

Strategic Initiatives

No updates included in this report.

Action Item (1)

Manse allowance is a part of my compensation package and must be approved prior to the beginning of the next year. I am not requesting or recommending a change in the amount from 2020, and therefore submit the following motion:

I move that Unity of Fairfax approve a manse allowance for Rev. Russell Heiland for 2021 at the amount of \$45,000.

If approved, the church will need to retain a signed document showing the approval. I will provide the scanned document to the appropriate signatory after the Board votes for approval.

Information Items

The annual Unity World Headquarters mailing to 2,773 Daily Word subscribers in local zip codes advertising Unity of Fairfax will be posted by December 15.

There will not be a Winter Solstice service this year; nor will there be a special Youth and Family Christmas service this year. Christmas Eve and New Year's Eve services will be live-streamed with major modifications to account for the pandemic.

Owing to the current state of finances, I have not proposed year end bonuses for staff. Ordinarily a request for the same would be made in November.

Rev. Karstetter will be speaking on Sunday, December 27. I will be away attending personal business December 25 - December 29.

Upcoming Dates:

BoT Zoom Monthly Session on Tuesday, January 26th, 2020 from 7:00pm to 9:30pm (EDT)