

UUTC Board Meeting Minutes
May 26, 2022@ 5:30pm

Present: Betty Kendrick, Quim Moya, Rev. Bob Renjilian, Bart Renner, Kay Webb, Alice Wellborn, and RK Young.

Welcome, Check-In: The meeting opened with a check-in among those attending and readings by Rev. Bob and Bart Renner.

Approval of the Minutes: The April 28, 2022, meeting minutes were approved via email vote on 05/02/22 and sent to the Administrator for publishing.

Approval of Email Votes: *Kay moved to accept the following email vote for inclusion in the May minutes; Alice seconded. The motion carried.*

05/02/22 – Motion to approve the April 28, 2022, Board Meeting Minutes as presented was made by Glenn Cockerham and seconded by Alice Wellborn; motion was approved on 05/02/22.

Standing Updates: The following reports were accepted for the record:

Minister's Report – The report highlighted Rev. Bob's activities since the April Board meeting. ~ In the Brevard community, he reported attending the Chamber of Commerce meeting's presentation on economic development, attending the May 3rd public protest at the Courthouse regarding the Supreme Court's draft opinion overturning Roe v Wade, and attending the Care Coalition presentation at the public library on Substance Misuse and efforts for prevention and treatment. ~ Reflecting on "next normal" for UUTC, Rev. Bob reported that, with the prediction that Transylvania County will rise to the CDC "Moderate" stage of transmission in the next three weeks, he consulted with UUTC's COVID/Reopening Task Force to draft a statement for the June Wayfinding newsletter; we will not return to mask mandates but will encourage people to follow CDC advice. ~ In the area of Adult Religious Exploration, he reported on the ARE Ministry Team's plans to bring Wonderful Wednesday dinner/programming back in the summer and fall; the kick-off event is planned for June 1, with Rev. Ernie Mills as the speaker. The "Poetry and Meditation" class is on hiatus while a class member is away. At their request, he led the Pronouns Workshop with UUs at College Walk in May. ~ In pastoral care, he reported engaging with members where they needed to be...in their homes, in his office, on a hike. ~ He reported on planning with Worship leaders to experiment with a single 10:00am Sunday service for the summer months, beginning on Father's Day.; the Worship Team will evaluate along the way to determine if a single service is viable to continue into the Fall. He worked with the Worship Team on determining fair compensation to outside speakers. ~ Other leadership meetings included Staff meetings and meeting with ARE. He commended Kevin Lausch on his initiative with the Brevard community to help start an LGBTQ support group for teens and family to network with others. ~ In the wider UU movement, he continues his work with the UUA Religious Education Credentialing Committee; during the last week of June, he will be a virtual participant, as one of UUTC's registered delegates, in UUA's General Assembly and a virtual participant at the UU Ministers Association annual meeting. He attended the UUA Compensation workshop online and noted that RK Young will be submitting a compensation survey response to UUA as part of a nation-wide data gathering to guide their work. ~ He is working on a response article to the recent mass shootings for the UUpdate email blast.

Treasurer's Report – The monthly report was shared with Board members prior to the meeting, providing the financial status as of April 30, 2022. This report will be available to Members and Friends from a link in the June Wayfinding newsletter; it will be posted on the UUTC website. ~

Based upon financial information available from the first ten months of the fiscal year, Gail generated a May Projection Estimate, which, at this time, projects a surplus at the end of the fiscal year. Since finances fluctuate from month to month, she will continue to prepare a monthly projection estimate for the remainder of the 2021-2022 fiscal year. ~ Gail reported that, though the two Budget Forums held prior to the May Annual Meeting were sparsely attended, they are crucial in allowing the Annual Congregational Meeting to go smoothly, which it did. The FY22-23 budget was voted on and approved by the Congregation. ~ If the projected surplus at the end of the current fiscal year holds, Gail recommends that the Board consider moving forward with the outside lighting maintenance that is urgently needed.

Operations Report –RK’s May report was shared with Board members prior to the meeting. ~ She reported that ARE and Facilities teams are fully engaged and focused on their Team function statements. ~ Grow Getters, a Facilities Team offshoot, held a successful “Healing the Hellstrip” demonstration project and native plant sale, in conjunction with Colonial Acres Nursery, on May 21st. The funds collected will continue to fund Grow Getters’ future projects. ~ RK reported increasing the new bookkeeper’s hours from 10 to 12 hours a week to provide sufficient time for training. Current bookkeeper, Sue Gervais, will remain on the payroll through June to assist KP, via phone, as necessary. ~ RK sent Board members an analysis of stewardship projects conducted this FY to raise funds for the operating budget; while we fell short of the revenue amount budgeted to these efforts, the projects are worth repeating, with some of the upfront expenditures not required on repeat events. ~ She emphasized that the potential for successful fund-raising is greater when we focus those efforts on missional goals, intentionally encouraging our spiritual growth and not just growth of our coffers. She welcomes members’ reflections on these fund-raising projects and ideas that will help in shaping the appeals to those inside and outside UUTC’s doors. ~ She reported on the progress of the Chalice House makeover; Hector and the Facilities Team will facilitate a new coat of paint on the exterior; RK will facilitate a large sign, visible from the street, identifying the Chalice House; a gift of indoor/outdoor carpet for use on the front porch will make the entry to Chalice House safer and more inviting. ~ In the area of safety, RK again mentioned the need to address the outdoor lighting fixtures under the soffits and in the parking lot. The current balance in the Capital Fund will not cover all the outdoor lighting needs, but, if there is a surplus at the end of the FY21-22, the Board should consider addressing these maintenance needs. ~ Finally, RK addressed changes she is making to Realm to tighten security, in response to increased incidents of hacks of members.

Administration Committee Report – No report submitted this month, as the committee did not meet in May.

Finance Committee Report– The committee met in May, but no report was submitted.

Personnel Committee – No report submitted this month, as the committee did not meet.

Property Committee – No report submitted this month, as the committee did not meet.

Advisory Council –Bart and Rev. Bob are still seeking Members willing to serve on the Council.

Old Business:

Parcel Survey Modification and Filing – Since the Brevard City Council approved our request to combine all UUTC’s land parcels into one unified campus, we will need to have our current parcel survey modified and filed with the city. Since this is not a pressing issue, RK recommended that the Board table this issue until early in FY22-23; Board members agreed.

New Business:

Ministerial Evaluation Instrument – Prior to the meeting, Alice emailed Board members concerning the desire to establish a process and an instrument for evaluating the effectiveness

of the Ministry/Minister; this process would guide the work of the appointed Annual Review Task Force each year. Alice reported that she has had discussions with current President Bart Renner, newly elected President-Elect Ian Cowie, Rev. Bob, and Sharon Moya about developing an evaluation process and instrument for the annual review. Sharon, who has expertise in evaluation of educational products, processes, and systems, has offered to assist in the development of the process and instrument. Sharon said her goal would be to provide an evaluation process that "...clarifies expectations, asks for accountability, and provides a pathway for improvements. It's a cycle geared toward institutional effectiveness...." ***Alice made a motion to accept the proposal from Sharon Moya to develop a Ministry evaluation process and instrument for conducting the annual review of the Ministry and Minister; Bart seconded the motion. After discussion, the motion was approved, with Quim Moya abstaining, due to conflict of interest.*** Further, the Board agreed that the Annual Review Task Force appointed for the next annual review (per Board Operating Guidelines procedures) will include the Board President (Alice Wellborn), the President-Elect (Ian Cowie), and three additional members, one selected by Rev. Bob and the others selected by the Board. The additional members should represent staff, Ministry leadership, and the congregation. Sharon Moya would work as a consultant with the Task Force.

Additional Business:

Alice announced that a Vigil of Remembrance for lives lost to recent gun violence will be held Monday evening, May 30th, at 7:00PM at the Courthouse in Brevard; this vigil will be in lieu of the usual Moral Monday event. Rev. Bob will include this announcement in his article for Friday's UUpdate newsletter.

Board Calendar Review: June: Authorization of bank signatories, Orientation to Governing Documents; June meeting should include 2022-2023 Board members

Adjournment: The meeting adjourned at 6:45PM.

Next Scheduled Board Meeting: June 23, 2022, at 5:30pm

Respectfully submitted,
Kay Webb,
Secretary