

UUTC Board Meeting Minutes
February 23, 2023@ 5:30pm

Present: Glenn Cockerham, Ian Cowie, Michael Griffith, Vicki Held, Quim Moya, Kay Webb, Alice Wellborn, Rev. Bob Renjilian, and RK Young.

Welcome, Check-In: The meeting opened with a check-in among those attending and a reading by Alice Wellborn.

Approval of the Minutes: The January 26, 2023, meeting minutes were approved via email vote on 02/01/23 and sent to the Administrator for publishing.

Approval of Email Vote: *Kay Webb moved to accept the following email vote for inclusion in the February minutes; the motion was seconded by Alice Wellborn and approved.*

01/31/23 – Motion to approve the January 26, 2023, Board Meeting Minutes was made by Alice Wellborn and seconded by Vicki Held; motion was approved on 02/01/23.

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

Minister's Report – The Minister's report was shared with Board members prior to the meeting and highlighted Rev. Bob's activities related to identified focus areas and target goals since the January Board meeting.

Areas of Focus:

Pulpit & Worship – Provide a meaningful worship experience for a wide variety of congregants. Since the January report, Rev. Bob led four Sunday services, which included readings and quotes from a variety of genders, races, and faith traditions. He spoke to the Soul Matters monthly themes of "Finding Our Center" and "The Path of Love."

Community Building – Facilitate and expand the connections which already exist between the UUTC congregants and the larger community.

Rev. Bob attended the Tuesday "Fellowship in the Hall" brown bag lunches in February; he led the College Walk UU discussion circle on February 22; he led several of the Thursday Men's Group in-person sessions; he attended the Chamber of Commerce "Lunch and Learn" on Equity and Inclusion, and Disability Employment. In the area of leadership development, he attended the online UU Leadership Experience on February 8, 2023, with other UUTC leaders.

Social Justice – Challenge the congregation to address social justice issues directly.

Rev. Bob promoted the UUA Common Read book "Mistakes and Miracles: Congregations on the Road to Multiculturalism" by Nancy Palmer Jones and Karin Lin to the congregation; he reported that few people have indicated an interest, so the launch of the book discussion sessions were moved to March. He shared that understanding the subject of this book is an important step before engaging in united social action. Rev. Bob reported that he signed a group letter from faith leaders to Gov. Cooper to commute the sentences of the 137 people on North Carolina's death row (5th largest death row in the US), and he will alert members when lay-person support is called upon by the NCCADP action group.

Target Goals:

Pulpit & Worship – Draw from other religious traditions in worship services at least twice a month.

He included Christian, Jewish, and Buddhist references in February's services, and there were secular readings and humanist themes appearing in the texts, hymns, and messages.

Community Building – The minister will reach out to a variety of congregants to learn about the connections they have already built in the larger community.

Rev. Bob reported that he will be meeting with the Social Action Team at the March 1st Team Meeting Night since they did not meet in February.

Social Justice – Explore the difference between social justice and social action in sermons and activities.

Rev. Bob reported that this topic will be addressed in future services as the UUA Common Read book discussions start (March-June) and the Soul Matters theme turns to “Resistance” (April).

Other Items of Note:

Rev. Bob officiated at the Memorial Service for member Linda McClain Austin on February 4, 2023, at UUTC. He reported that new members will be recognized during the March 19th Sunday service, and he and his wife will host a new member reception at their home that afternoon. He reported that the next two Sundays will have guest speakers in the pulpit; during those weekends, he and his wife will be traveling to PA to finalize the sale of their house and to pack up the remainder of their belongings still there. Finally, Rev. Bob shared that CRE director Kevin Lausch reported that there has been no UU presence at previous Hendersonville Pride events and suggested that UUTC collaborate with the Hendersonville UU to have a booth at the June 10th Pride event in Hendersonville.

Treasurer’s Report – The Treasurer’s Report, for the month ending January 31, 2022, was shared with members prior to the meeting. Revenues and expenses continue to run about on target, with only utilities running above budget. He reported that, at this continued rate, we are likely to stay within the budget by the end of the fiscal year.

Operations Report – RK’s February report was shared with Board members prior to the meeting. ~ Commenting on the struggle in leadership recruitment, RK suggested that the organization may need to reset expectations for committee and team membership (i.e., when a committee of three can accomplish the work, don’t struggle to meet the ideal number of five members.) ~ On sponsored projects, RK reported that Hector and his son have completed the “patching” and priming work and are in the process of painting the entire sanctuary. The hearing loop and new carpet installations are scheduled for the week of March 27. She shared that all donors to the security cameras have agreed to allow the funds to be used for choir chairs; this will allow moving forward with the purchase of chairs for the choir and chancel area. ~ RK reported that Facilities Team members have completed the removal of the exotic shrubs between the back parking lot and the Varsity properties, making the Chalice House and the Fellowship Green more connected to the “main” building and the campus more unified. Three new metal picnic tables, one ADA compliant, were ordered to facilitate activities on the Fellowship Green. ~ Finally, RK encouraged Board members to make a concerted effort to share their enthusiasm with visitors attending services and events; UUTC needs new Members and Friends.

Administration Committee Report – Kay reported that the committee is finalizing a proposed performance and compensation policy to share with the Personnel Committee for input; submission to the Board for consideration is anticipated in March.

Finance Committee Report – Mike reported that emails have been sent to team leaders and those with budget responsibilities asking for budget requests to be submitted for next fiscal year. The Finance Committee will have those ready to review by March 21.

Personnel Committee – Vicki reported that committee members are in discussions with the Administration Committee, via email, concerning proposed performance and compensation policy and procedures.

Property Committee – No report.

Advisory Council – Alice shared that the Council plans to submit their updated Vision 2023-2027 statement and a short summary version to the Board for review and endorsement in March.

Old Business:

Budget Process Schedule – Mike shared a revised Budget Calendar with members prior to the meeting. The Finance Committee will be reviewing budget requests from ministry teams and staff members the week of March 20th. With the Pledge Campaign completed on March 31st, the committee will have a budget proposal ready for Board review the week of April 16th. Budget forums will be scheduled mid-May and a vote by the Congregation is scheduled for May 21st.

Church Insurance Policy Update – RK reported that Church Mutual will remain UUTC’s insurer for 2023-2024. While the premium will increase this year, it was well below any other found by the Task Force. Alice will send a thank you note to Task Force members for their efforts.

Performance and Compensation Reviews – Alice reported that the Minister/Ministry performance review has already taken place, and performance reviews of staff members are on-going. She shared that the President, President-Elect, and Treasurer-Elect will identify individuals to serve on a Task Force to conduct the compensation reviews in March. She will call for a Board email vote to appoint the Task Force when members are identified.

Minister’s Installation – Alice shared that she has been in conversation with Rev. Bob to plan his formal installation as UUTC’s settled minister. A date of June 4th, UUTC’s Charter Sunday, has been set for the installation. A Task Force will be appointed to plan the events of the day, which will reflect the vision and mission of UUTC moving forward.

New Business:

Date for 2023 Annual Meeting – The 2023 Annual Congregational Meeting was scheduled for Sunday, May 21, 2023, after the 10AM Sunday service.

Annual Review of Policy Manual – Kay provided Board members a copy of the current Policy Manual, including proposed revisions, prior to the meeting. After discussion of the revision proposals, the consensus of the Board was to send the Policy Manual, with Board edits, to the Administration Committee for their review before voting on approval of a 2023 Edition. Kay will share this request for committee review with the Administration Committee.

Church-wide Social Action Projects – Alice shared that, while individuals donate to various groups selected by the Social Action Team to receive UUTC contributions, and some individuals participate in various social action community activities, UUTC does not participate in any church-wide social action projects in the community. She would like to consider UUTC planning a church-wide project, open to all, including children, that provides a community service. Several suggestions for projects were discussed; Alice will meet with the Social Action Team to share these ideas.

Financial Examination – Demands of the pandemic disallowed financial examinations in the past two years. Since an annual financial examination is in order, RK will locate the instrument last used to conduct an internal examination, and the Board will revisit this issue at the March meeting to plan implementation of the examination.

Pledge Drive Update – Ian reported that the Pledge Drive is going well...letters have been sent to 141 member units. Three concerns were discussed at the last Pledge Drive team meeting: 1) the number of member (pledging) units has decreased in the past few years, 2) the number of major donors has decreased (aged out, moved away), and 3) the average pledge is down (due to

#1 and #2 above). Considering this data and the current inflation rate, he encouraged Board members to consider an increase in their 23-24 pledge.

Board Calendar Review: March –Staff Compensation Reviews, Compensation Recommendations to Board, Preliminary Budget to Board, Announce requests for GA delegates, Annual Review of Organizational Structure

Adjournment: The meeting adjourned at 7:05.

Next Scheduled Board Meeting: March 23, 2023 @ 5:30PM

Respectfully submitted,
Kay Webb,
Secretary