

Board of Trustees Meeting Minutes
February 11, 2025 5:30 – 8:30 p.m.

Duties: Readings: *Monica*; Timekeeper: *Juli*; Blog: *Melissa*; Process and Collective Liberation evaluation: *ALL*; Recorder: *Monica*

Present: Mara Sprain, Will Jernigan, Monica Youngman, Ben Fleming, Phil Hammond, Melissa Himelein, Kay Aler-Maida, Juli Aultshul, Susan Andrew, Rev. Audette Fulbright Fulson

Start	Item	Details
5:45	Call to order	The meeting was called to order by Mara at 5:46 pm
5:50	Opening words & Chalice lighting	Monica provided opening words.
5:55	Go-around [sharing]	Everyone discussed what will make this a productive session for them and their hopes for the meeting.
6:05	Consent agenda [acceptance]	<p>The consent agenda below was accepted</p> <ul style="list-style-type: none"> ● January 2025 meeting minutes ● Q'pasa (Rev. Claudia's report) ● FUNraising team report ● Rev. Claudia's sabbatical plan <p>Rev. Audette's report was pulled out of the consent agenda for discussion</p> <ul style="list-style-type: none"> ● Sharing ministry (Rev. Audette's report) ● The new parking spots for the minister and staff will be moved to spots across from the handicapped spots. ● Rev. Audette also described improvements to the library and children's area because a couch was donated ● 9 UU ministers in the congregation, Rev. Terry who was the interim in Hendersonville has asked, and Rev. Audette has accepted, for her to become an affiliated community minister. She will preach, offer classes, and provide pastoral care if Rev. Audette is out. ● Congregation has a history of providing sanctuary. The new Administration has indicated that they are not respecting sanctuaries. Signs would need to be posted on the exterior entrances and there would need to be internal spaces marked as private. A warrant should be from a judge, with the specific person

		they are looking for, and for this place.
6:10	FUNraising authorization [action: vote]	<p>An authorization for the FUNraising Team to approve youth fundraising. The Board clarified that the FUNraising Team will have the ability to approve or deny.</p> <p>Will motioned to approve as edited. Phil seconded. Passed unanimously. Mara will ensure this gets to the Team.</p>
6:15	Annual Giving Drive [conversation]	<p>Will discussed the pledging trends of decreasing pledging households, increasing total pledges, and an increasing annual deficit. Monica offered the suggestion of finding a donor to match, up to a certain amount, any new households that pledge. The goal for FY26 for pledge income is \$900,000. This is quite a bit bigger than FY25 with \$716,000. Will covered the amazing campaign team.</p> <p>The Board will be asked to provide 3 minute testimonials and call individuals to get outstanding pledges. When people join Trevor is asking for their commitment form, including pledges. Need to make sure the new members are added to the AGD list. Rev. Audette may need help with the Everybody in Event and the 2 Givens events.</p>
6:35	Board priorities for rest of church year [discussion & decisions]	<p>Kay, Juli, and Will will be rolling off the Board in June, there are only 3 more meetings before then. They may still be able to have a role supporting some of these priorities. Will proposed the horizon should be through this year and the next FY. He also framed the urgent/not urgent and important/not important construct from Steve Covey. Ben suggested getting a list of 10 focus areas from the current year and 10 for the next year that the new Board could start from.</p> <p>The Board's role is both fiduciary responsibility and a focus on the future direction of the congregation. The Board brainstormed the following:</p> <ul style="list-style-type: none"> - Be a more effective board <ul style="list-style-type: none"> - Develop plan or processes for ongoing Board orientation/training to help people join the Board and be ready on Day 1 - High connection to and high trust with congregation - Fulfill responsibility for executive

		<p>accountability</p> <ul style="list-style-type: none"> - Support the 4 pillars to get UU to financial sustainability <ul style="list-style-type: none"> - Long range planning - AGD - Care/Connect - Other income (fundraising, legacy circle, grants) - Infusion of Collective Liberation into our day-to-day - Lead congregation in being brave in a dangerous time <p>The Board discussed which items are urgent vs. not urgent in the next roughly four months.</p>
8:00	Ministry evaluation process [discussion]	This discussion was postponed to a future discussion.
8:15	Meeting observations	Will was recognized for his leadership in the priorities discussion. Rev. Audette provided her thanks for the relationship with the Board. The Board felt there was significant progress toward the whys and whats for the Board priorities.
8:25	Closing words & Chalice extinguishing	Monica providing closing word
8:30	Adjourn	Mara adjourned the meeting at 8:28 pm