

UUCA Board of Trustees Meeting Minutes

23 Edwin – September 3, 2019

Present: Louise Anderson, Michael Beech, Nora Carpenter, Cecil Bennett, Clyde Hardin, Judy Harper, James “Buck” Schall, Ryan Williams, Mariah Wright; Mark Ward (ex officio)

Chalice Lighting/Opening Reading: Michael Beech

Getting to Know One Another: Everyone described a significant transition in their lives and what they learned from it.

Healthy Congregations Report: Our Healthy Congregation document has been updated to incorporate new detail recommended by our insurance company, including specific guidelines addressing appropriate and inappropriate behaviors. By the next board meeting, Mark plans to have a new Healthy Congregation committee assembled to replace the old one which has gradually died by attrition, to deal with specific issues, as they arise, having to do with healthy relationships between and among congregation members and staff. The committee would not be required to meet regularly. Among other things, it would deal with any issues of inappropriate behavior, such as alleged child abuse or sexual harassment. Extensive training around child safety issues has been done with RE staff. Mark pointed out that we have had to deal with this kind of issue only twice since he has been our lead minister.

Resolution on President/Vice-President Webinar Training for Ryan and Cecil: Cecil has been in touch with Kathy Charles in the regional office and brought to the meeting information about registration for Webinar Training. The board approved the expenditure of \$100 to enable Ryan and Cecil to participate in Webinar Training for board presidents and vice-presidents. This will also enable anyone in the

congregation who wishes it to participate in the Webinar. Kathy also recommended a free 12-part series for Congregational Board Member Training from the UUA Leadership Lab. We discussed the possibility of Board Members availing themselves of this information over the course of the church year, one or two units at a time, and discussing specific units at board meetings.

Affiliated Community Minister Request Approval: We have two requests for affiliated community ministers, one from a current member of our congregation, Jeff Jones, and one from outside the congregation, Tiffany Sapp. Both have submitted resumes and written proposals to the board for our approval; Tiffany has also submitted a covenant document. Mark explained the parameters of their affiliation. After discussion, the board decided to ask for a meeting with them. We would also like to have Jeff submit a covenant document, as he has already offered to do. Approval of these requests was tabled until the next board meeting.

WHAT'S HAPPENING: Among many other items in the monthly report from Mark, our attention was brought to our congregation's participation in the **Wake Now Our Vision** campaign, spearheaded by our Legacy Circle, which has netted us \$138,000 in funds we would not ordinarily have had and which we will receive over the next two years, in two lump sums. The Financial Advisory Committee has recommended that we spend the bulk of these monies to retire our mortgage and use the remaining \$28,000 to create a **Clark Olsen Fund for Justice**. The committee has agreed to draw up procedures on how that money would be accessed. None of this money will be available for another year, so we have plenty of time to make decisions and set up guidelines for administering such a fund. The board agreed with Mark that this would be a good use of the funds. Mark also pointed out that

preparations are already underway for the next budget drive, chaired by Will Jernigan and Wes Miller.

The board spent a fair amount of time discussing Mark's report on the issue of Safety, which was requested by board member Michael Beech at our last meeting. At this time, we do not have a Safety Team, although attempts to deal with this issue in the past have been made; we did have a Safety Team at one time. The perceived difficulty is that we are spread out among three buildings, and previous efforts to institute a safety plan have proven too unwieldy to be useful. In light of mass shootings in the news on a weekly basis, this is of some concern, but our administrator Linda Topp has been unable to recruit another Safety Team that brings any knowledge or experience to this issue, and we lack the staffing to develop any comprehensive Emergency Plan. She concluded that dealing with this issue would require the hiring of a consultant or the convening of a lay task force. After discussion, the sense of the board was that we do need to form such a task force to update the old safety plan, which is on file. Ryan will look into finding someone to chair such a task force, with a maximum of five persons.

Executive's 2019-2020 Work Plan – Review of Ends: Mark presented to the board his work plan for this year, which sets measurable goals to be achieved in the areas of WORSHIP, FAITH DEVELOPMENT, STEWARDSHIP, and JUSTICE, each of these areas being variously informed by our values of connection, inspiration, compassion and justice. For example, under **Nurturing Relationships Across Generations**, under FAITH DEVELOPMENT, informed by our value of Compassion, the measurable goal is to have 200 cross generational friendships, including with our children, as self-reported to Linda Topp, who will construct a spreadsheet and submit a mid-year report on results; under **Sustaining Our Congregation**, which relates to STEWARDSHIP, informed by our values of Connection and Inspiration, a

task force headed by John Bates has been formed to produce a report outlining the state of each of our three buildings, along with projected costs to keep them well-maintained and at least two possible ideas for funding planned maintenance. John has asked for participation from a board member in this effort and anticipates having a spreadsheet ready for the next board meeting's review.

Interim Minister Considerations and Discussion: Ryan had prepared a slide presentation about interim ministry, but after speaking with Dawn Cooley in the UUA office this week, he realized that we are getting ahead of ourselves and that these are issues to be dealt with, in the main, AFTER we have an interim minister in place, although we certainly need to be aware of the ideas he was prepared to present to the board. Dawn also assured him that much of the work to obtain an interim minister will be done by her office at the UUA. This issue was therefore tabled for the foreseeable future.

August Minutes: Not submitted for approval at this meeting.

Extinguishing the Chalice/Closing Reading: Michael

Executive Session

OCTOBER VOLUNTEERS:

DINNER: Clyde will bring **DINNER** to the October meeting, along with the clean dishes, which he took home from the September meeting.

DISHES: Nora will bring the **DIRTY DISHES** from the October meeting home to be washed and will return them to the next board meeting.

READINGS: Cecil will light and extinguish the chalice and will do the opening and closing **READINGS** at the October board meeting.

BLOG: Michael will do the October Board **BLOG** and send it to Tish.

