

Unitarian Universalist Church of Charlotte

Board of Trustees Meeting Minutes for 9/17/2019

Board Members Present: Tawana Allen, Catherine Barnes, Ann Doss-Helms, Rocky Hendrick, Colin Hood, Cindy Hostetler, David Reynolds, Margie Storch, Sandy Wade

Coordinating Team Present: Jay Leach, Eve Stevens, Doug Swaim

**Call to Order, Welcome, Chalice Lighting, Opening Words, Affirming of Mission & Leadership**

**Covenant:** Sandy called the meeting to order at 6:30 PM. The group affirmed the Mission and Vision of the UUC and the Leadership Covenant Statement.

**Eyes and Ears**

- First Meet the Board session went well. Familiar concerns raised: Humanist group troubled by word “faith” in Mission Statement, and some people are looking for uplifting content separate from transformation. Generally positive response to having the session.
- The Persons of Color group have expressed similar concerns around being heard by the Board. The word Faith is still consistent with the UU Organization.
- How do we address the concern (regarding word “faith” in mission statement)? Discussed fact that “faith” is used throughout the UUA materials, and use in mission statement is consistent. Do we need to share the process of how to bring things to a congregational vote about the concern? That has been shared before with the parties involved.

**Approval of August Minutes** – The minutes were approved with minor grammatical changes

**Sign-ups** – Board members were asked to go to the Google Docs to fill in for Chalice lightings/ refreshments and staff anniversary items.

**Next Meet the Board Session** – The topic will be “What the board does and does not do, and will be hosted by Tawana and Catherine

**Coordinating Team Reports**

- Financial report – Doug presented the financial report. July and August are typically slow months. The combined income for July/August it is ahead of where we are usually after the first two months of the year. Not enough to trend yet.
- Capital Spending Plan and Historic Data – Doug presented a historical review of the Reserve. Through 2009-2010, capital spending was taken care of through special fund drive or by taking on debt. In 2010, major refinancing primarily for room repairs increased our debt from \$250,000 to \$450,000. We borrowed more than we needed at that time to set up the reserve. After that, there were increasing reserves and then we began expensing \$1,000 a month into reserves. December of 2015, Finance Team looked at reserves and capital expenses and made a formal proposal to have a reserve level of \$250,000. There is a detailed inventory of everything in the building over \$500. There was discussion of preventative maintenance, landscaping and irrigation.
- Is there a recommended minimum for reserves? We will have to take into account that we cannot afford to run two additional deficit years without depleting the reserves. We will need to

bring expenses down and work to bring up pledges; those conversations are taking place. There are multiple possibilities on the table in how we will go about reducing expenses but nothing finalized. A lot of that relies on the congregation's response for increases to pledges.

- Family Ministry is going well although August had low attendance. There has been interest in a parent discovery circle. Several have reached out and schedules just haven't aligned for certain families to attend. Lots of things being offered to develop community and we're excited about that. There has been significant 11<sup>th</sup> hour responses for Environmental and Racial justice core groups.

#### **Measurement.**

- The question was raised as to whether there is a way to measure our success in meeting goals we have set into the call to action.
- Do we create a sub-group to figure that out? We want to figure it out. A metric wasn't identified. How do we find quantitative and qualitative measurement? Cindy, Colin and David will try and tackle the issue to begin with, and start with examples from the UUA website.

#### **Covenant Group.**

- Sandy and Margie have been working on the Covenant group and haven't finalized. Once finalized, that will be shared (six in total) and they will pick their co-chairs.

#### **Review of Governing Policies.**

- We are obligated to review Governing Policies every five years, and that means 2020.
- Board Members should take a look and add commentary before our next meeting on Google Docs.

The meeting adjourned at 7:45