



Board of Trustees Meeting

May 19, 2020

Call to Order

- Chalice Lighting Words (Rocky)
- Vision Statement, Mission Statement and Leadership Covenant Readings

Board Members In attendance: Rocky Hendrick, Cindy Hoestetler, Tawanna Allen, Catherine Barnes, Ann Doss Helms, Sandy Wade, Colin Hood, Margie Storch, David Reynolds

Not in Attendance: None

Staff in Attendance: Eve Stevens, Doug Swaim, Jay Leach

Not in Attendance: None

Vision Statement

We are a loving, liberating religious community inspiring spiritual, societal, and environmental transformation in the larger community, in our congregation, and in the personal lives of children, youth, and adults.

Mission Statement

Challenged by our liberating faith, we discover deeper spiritual meaning, nurture loving community, cultivate courageous connections, and partner in the work of justice.

Leadership Covenant Statement

We hold constantly before us the Unitarian Universalist principles and the vision and mission of the Unitarian Universalist Church of Charlotte. We come prepared to participate fully in meetings, to listen actively and seek accurate understanding, and to hold confidences carefully. We seek to be respectful and caring in our interactions, embracing our individual strengths and diversity to find a well-reasoned path. We promise to work courteously toward our shared purpose, to speak in positive terms whenever possible, and accept and support decisions reached by the group.

Check In – *A mix of zooming out with meetings, missing contact with people, thankful for what we can do, attempting to support friends and family through these difficult times.*

Eyes and Ears – *Virtual coffee hour went well. Some small email groups have been deemed not as much of a success but the ones that are meeting are still enjoying the connection. Good response from reaching out and participating in discovery circles. Good to see those that are involved in fighting incarceration and homeless issues.*

Approval of April Minutes – *Minutes Approved*

Coordinating Team Reports (Doug / Jay / Eve)

Four New Members in May. There may be value in understanding of how we are attracting new members if they are from referrals or from their own search.

April was first full month under health emergency. Offsets in expenses have helped some leaving a small surplus at this time but still expect a deficit by the end of the year, although better than the 58k we budgeted.

Youth programming: One things we are hearing is that parents that send their kids to zoom all week and are "zoom'd out" so to speak. Kathleen is trying to get creative in trying to build relationships between families/children in content vs platform.

Storm damage to building: We have surge protectors for individual equipment but not for the entire building. The biggest concern is the potential costly repair to the elevator. An insurance claim has been filed for damages and additional service personnel will be on-site to assess. Would be worth having a conversation about building-wide surge protection with someone that is more knowledgeable.

PPP: The loan that we have received will cover the shortfall for ODS. Concern is that if ODS cannot be restarted by September and get an income stream.

CARES Fund: Balance last week was \$24k. Have made nominal allocations to this point \$2,500. What we're hearing right now is that we are ok right now but not sure when we will need help. What kinds of requests have we received? Help with mortgage payment, car payment, etc. When we are confident we are past the range of direct impact from pandemic we would transfer remaining balance to discretionary fund.

Reopening. UUA has sent a message that suggests it may be next year before we can re-open. Consider having a conversation with staff and members of the board based on this message as a follow-up so that we can create a communication that would be sent out. Jay will reach out to Catherine and Sandy to get this item scheduled. Outdoor programming has been considered by the transitions task group.

Current Business

- Budget to send to the annual meeting (Doug / Alesia)
 - The main contraction on expenses is reductions in personnel expense, due to multiple retirements. Still waiting for diagnoses on aforementioned damage to building.
 - Historically, the budget presented to the congregation has been without many details. There is a plan to have a separate discussion for those that want to go into details. The Board requested additional notes to the budget to flesh out certain categories of expenses.
- Appointments to MET (Doug / Jay / Eve) – _____ Motion Approved
- Approval of nominees to ODS Managing Team – _____ Nominee List Approved
- Discussion of Annual Meeting – logistics, etc.
 - Drafted an absentee ballot. There will be an article in Currents and outside of Currents. Would have a Zoom meeting but would hope we would have lots of ballots before then.
- Update on Board member search (Colin) –
 - Proposed Slate: Ron Spake, Lisa Hagen and Paul Wilson.
 - Board voted to approve.
- Employee Benefits discussion (Cindy / Margie)
 - Going forward, The Board should review the employee handbook.

- Discussion of a change going forward on health care plans. This is in the scope of Finance Team's duties.
- Measurement (David / Catherine)
 - Several conversations and miscommunications. Going forward we are going to shift gears slightly. Cindy/David will focus on co-chair responsibilities and Catherine and Ann will focus on measurement, which will be a more narrow focus than what we originally thought.

Meeting adjourned at 9:45 PM