

## **UUCB BOT Meeting Minutes 8/20/2019**

In Attendance: Doug Swaim, Rocky Hendrick, David Reynolds, Jay Leach, Eve Stevens, Tawana Allen, Sandy Wade, Margie Storch, Colin Hood, Ann Doss-Helms, Cindy Hostetler, Catherine Barnes

### **Chalice Lighting**

#### **Eyes and Ears**

A member has expressed concerns about declines in membership. Themes? Exit interviews? The concern was not about drawing new members but losing more established ones. Kelly does have exit interviews and will include trends in the next Coordinating team report.

A visitor mentioned that he's been walking around with his yellow cup and isn't approached, and if he get here late the nametag isn't available. Greeters have seemed to be more visible. Reminders from the pulpit for yellow cups and red-name tags. As board members, we need to take the initiative to seek out visitors. Are we seeing the effect of designating greeters and others "checking-out" and not greeting visitors?

Some members have been talking about focusing on community building and less about white supremacy. We need both.

Member have expressed frustration with progress on Social Justice.

Ann reported that a small group in Gaston County is gaining mass to help others in the county get here.

### **Meeting Minutes from June and July Approved**

#### **Coordinating Team Reports**

Doug reported that we did better than budget but still took almost a \$60,000 loss. He noted that the losses on the income side, in part reflect that pledge income straddles over two fiscal years. The theory is that if we didn't get it last year, it will come in this year; some members pay in a lump sum. We were \$41,000 down for pledge revenue for the year. We collected only 87.7% of pledges. He confirmed that roughly a little over half the members are on auto-draft.

Doug also reported that new member pledges have been nearly double the pledges of removed pledging members. The notion that members that are actively participating and generous donors are leaving should be compared against the of members that have left and the average pledge amount lost. We are very intentional with new members about being generous up front.

Cindy asked whether we were able to see YTD member removals between: 1. Deceased; 2. Removed; and 3. Requested by the member. Jay said he would provide that.

Motion to obtain an additional credit card. Most employees have a card, although we also do have centralized buying so that we get better pricing. The Board has the authority to approve additional borrowing and spending on long-term reserves. Motion was made to approve an additional credit card; approved.

## **Google Drive**

Sandy has been moving Basecamp to Google Drive. Sandy has gone back to last year; Catherine will download the rest.

The goal is to be able to roll this data forward from Board to Board.

## **Other Business**

David will take a look at the PowerPoint on Policy Governance

Margie presented the flyer for feedback to tie Mission, Ends, Vision, Call to Action. Question was raised of how long the Ends last. It is the board's prerogative on when the Ends are revised. Draft was passed around the room and edits captured. Margie will update. "We covenant to affirm and promote" should be added. Eve will confirm with Margie the language that should be added in front of the UU principles.

Sybil Bernstein. Catherine will coordinate on best dates in October with Eve. Martha should know the UUCC resume for the recipient of the award. A Board Chair will present the award.

## **Covenant of Right Relations**

Sandy and Margie presented a list of possible persons to serve on the team, and requested input from the board. Need to narrow to six team members. Need to be cognizant of people engaged on other projects; a concern was raised that this may stretch the congregation in too many directions since we are also looking at the name change. Need to have a suggested draft to present to the board in February 2020. Margie and Sandy agreed to will reach out to possible team members, and then have a soft roll-out to talk in November.

## **Board Led Service and Retreat**

Current priorities to consider during retreat

1. Covenant of right relations
2. Review of Governing Policies
3. Measurement of Progress
4. Staff Survey – ensuring it is done every year so that skipping a year doesn't raise a false red flag
  - a. How do we perform our Board duties to support staff, to gather input, and to provide a path to the Board if staff have concerns?
  - b. Do we revisit the questions included?

Catherine will send out a Doodle for possible retreat dates,

Board Service. Jay explained that historically it had been a summer service to introduce the theme and new Board Members, but that it had shifted a few years ago. He said it was up to the board.

Meeting closed at 8:40