

Unitarian Universalist Church of Charlotte

Meeting Minutes UUCC BOT 6/18/2019 6:30 PM

Doug Swaim, David Reynolds, Jay Leach, Ann Doss-Helms, Margie Storch, Rebekah Visco, Lincoln Baxter, Cindy Hostetler, Tawana Allen, Barry Ahrendt, Catherine Barnes

Opening Words

Check-in

Eyes and ears

Meeting minutes from previous board meeting - Approved

Congregational Conversation – A few typos from that doc

Sabbatical vs abbreviated/partial sabbatical – Board announced the approval rather than Jay saying he is leaving without approval. Amended doc approved

Roundtable intros for new Board members

Discussion of having persons on the Intersectional Justice team serve on Board and potential conflicts. No objections but we can always re-evaluate going forward

Coordinating Team Reports

May Financials – Contributions under budget 20k. The more detailed P&L has some positive lines in it. In the membership report for new members is already above budget by \$6k. Contributions by non-pledging members up by \$4k. Contributions by pledging members above their pledged amount by \$17k. # of current year pledges is at 95% which is the # we budget. If you try and spread that throughout the year we are less than 10% of where we thought we'd be by now. Will be projecting to be in the red between 40-50k which is still better than budget of being in the red 76k. There is still an uncertainty with year round pledging. Year round pledging straddles fiscal years. Staff has begun providing notice to people that are under giving their pledge amount. There are communications if that commitment isn't met. There are some people that are not responding now and there are assumptions made about non-responders that will continue their previous pledge.

Zoning ordinance for Coverage of Trash/Recycle containers – Three proposals obtained and the low cost bid is being brought to The Board for approval. Approved

Could we be fined for the current signage? Current sign doesn't meet code but the city has not threatened to fine us for a sign.

Updates from Ongoing in the Church provided by CT

Core Groups are beginning to identify key learnings with focused groups to shape future programming for upcoming Congregation Year. New Core groups will be announced in the fall for Racial and Environmental justice.

Congregational Conversation Discussion

Seemed fairly successful and received some positive feedback. We didn't meet quorum but came relatively close with descent turnout. One issue that came up the day of the meeting was having the ability to vote with an absentee ballot. Need to be in 5 days before the meeting. Gave people a little more than a week to get their absentee ballots in. We only had 13 absentee ballots and there were lots of communications that went out but recognizing that there was a tight timeline but changing the dates isn't necessarily going to increase participation. Concern should be given to next year's meeting around giving more time for absentee ballots to be accounted for.

Could we re-address the submission of absentee ballots during a by-law change? There was a suggestion to split the names of the ballots. If you had nominations from the floor you would have to void all absentee ballots on that item. The Board Chair compiles them and Alesia sends out the e-mail with links and logistics. Suggestion made to remind by text. There has been discussion about adding text capability but not implemented. Suggestion made that anyone that is requesting information or raising a concern to address it within 12-48 hours. Discussions on how to improve communication have been discussed.

There are better ways that we want to communicate what we do and have regular ongoing, structured conversations with The Board to give them a chance to ask questions. Sometimes things that would be brought to us would be better suited to be directed somewhere else and some will be put on our upcoming agendas. Should also use them as a forum for overall updates. Understand that some will not review Currents but don't know the communication answer. Jay would like to know if messages are being ignored. He isn't aware of messages being ignored. There is a difference between being heard and being agreed with.

Should we add communication specifically as a topic to address in our current structure?

We need to be careful as a Board to not be the conduit of taking concerns to Staff from the congregation and direct the congregation to the actual party that is responsible for those concerns that are on the Staff. There are members that would benefit from a clearer understanding of what The Board is actually responsible for so that communication channels can be improved. The hope is that the monthly conversations would be helpful. Will include in our upcoming discussions around covenant of right relations.

Revised Call to Action

Suggestion to remind people of the End Statements and the timelines associated with them. Renewed for another year. The Board still needs to figure out the measurement of progress and now that we have an idea of clearer benchmarks used going forward.

Staff has received updated call to action. Will be discussing it with staff next week. Need to think about having revisions sent to staff by Feb-March and think about a retreat to Jan/Feb. Ability to pivot lessens when you get a document so close to the next congregation year. Last time we put it in Currents and have that as the first topic for a Conversation with the board and would like to have a poster.

Need a schedule to have at least 2 new board members there. Third Sunday of each Month. Will start in September to match 2 services. Better conversations if more detailed items are added are better presented and able to be reacted to with staff when presented early Spring to prepare for the next year

Leadership

Sandy Chair and Catherine as Vice Chair and David Secretary

Covenant (Lincoln, Margie, Catherine)

Suggestion to sub-group: Compile the materials that have already been used to give better direction. Would like a mix of folks from # of years of membership, age etc. Lincoln will help identify some of those people. Need to have a charter: Need consensus on language etc. and there are resources on the UUA website on creating a covenant. Make sure they align with the re-branding efforts and the goal is putting that covenant in front of the Congregation by the next Congregational Conversation. Lincoln will come up with a draft of the charter for the committee that will do more work on defining the covenant by next week. By July Board meeting can share a list of names and approve the charter before reaching out.

Eve/Jay/David will be out of town for July Board meeting. Not always been a practice to meet in July.

Abbreviated meeting that night in July (7/16) – Need to double check with Rocky/Sandy/Colin on meeting.

Discussed Ministerial Evaluation & Staff Survey

Do governing policies speak on retaliation? There is a reference to a grievance procedure in governing policies so we need to know how well it has been communicated. Follow-up with Jay on that.

May be worth having more conversations with the staff on what to include in the survey going forward.

Does UUA provide resources for grievance or other legal/HR concerns (OSHA) etc.?

Rebekah will compile a summary for the staff survey and email the pdf report.

Options to replace BaseCamp

Google Docs as an option. Todd has a shared google drive has a folder. Google drive can do it. Does the staff use SharePoint? If we already have a license let's use it. David will follow-up on transferring all of our previous data in getting it organized.

Sybil Bernstein Award

Alesia will order the award and we'll determine when to present it