



## UUCC Board of Trustees Meeting Minutes

May 16, 2023

**Attendance:** Paul Wilson, Kurt Merkle, Ben Baxter, Michael Amy Rodriguez Cira, Shannon Maples, Lisa Bovee-Kemper, Alesia Hutto, Kelly Greene

**Absent:** Lisa Hagen, Laurie Reed

**Observer:** Barry Ahrendt

Note: With only seven active Board members, a quorum of 60% was achieved.

Chalice lighting

Vision Statement

Mission Statement

Leadership Covenant Statement

### Approval of Minutes from April 2023 BOT meeting

- The March minutes haven't been posted yet and we haven't been able to find the April minutes on OneDrive. Shannon will follow up with Lisa.

### Coordinating Team Reports

- The 75<sup>th</sup> anniversary celebration was a success. Alesia has heard a lot of great feedback.
- Paula Gribble has been hired as the incoming Director of Lifespan Religious Education. Her start date is August 1. If she visits Charlotte this summer to look for housing, we will find an opportunity to introduce her to the congregation.
- Open Door School's (ODS) current director, Sheila Locklear, will retire at the end of this school year. Suzan Moore, current Office Administrator, has been promoted to become the new director. ODS parents feel confident in the change since they already know and are comfortable with the person who will be leading the school.
- 2023 UUA General Assembly (GA) in June:
  - Seven members have requested to be delegates: Rebekah Visco, Sam Visco, Kelly Greene, Lincoln Baxter, Margie Storch, Bruce Wiley, and Michael Cira. UUCC may appoint up to 11 delegates (one delegate per 50 members), and Kelly has been trying to solicit more interest.
  - The Board voted 5-0 to allow Kelly to assign the seven members who have expressed interest as delegates, with the option to add others (up to our 11 available) if others express interest.

- If we send fewer than 11, we will only be able to vote for the number of delegates present. Delegates can attend via Zoom, and business-only sessions are at no cost.
- Shannon Maples and Barry Ahrendt volunteered to be the 8th and 9<sup>th</sup> delegates for business-only sessions, if needed. Kelly will continue to recruit, and Michael will offer the opportunity to participants at the next Wellspring session. Additional delegates can be assigned up until the last minute.
- **(June 2023 update:** With three additional volunteers – Karen Bringle, Joe Spencer, and Kathleen Carpenter – Shannon was able to relinquish her spot and all 11 spots have been filled!)
- At the Annual Meeting, the Board will ask the congregation to vote on whether to continue the conversation on changes to Article II of the UUA bylaws. Delegates will vote at GA in proportion to the congregational vote. All other voting at GA will be according to the conscience of the delegates.
- Kelly will gather all delegates for some training in advance of GA.

### **Town Hall Meeting After the Service on May 21**

- Rev. Lisa and the Transition Team are working on a slide deck, including overview of listening session results, the search timeline, and a summary of the interim period to-date.
- Board members are encouraged to be present to answer questions. Kurt, Paul, and Ben can attend.
- Rev. Lisa will share the slide deck with the Board in advance.
- Community Building has scheduled a picnic at 234 after the town hall meeting as a way to encourage members to attend the town hall.

### **Annual Meeting Notices and Absentee Ballots**

- Kurt has begun drafting the congregational notice about the Annual Meeting. Awaiting finalization of the Ministerial Search Team and a new board member to fill the open one-year term. The last possible day to send the notice is May 24.
- Ben will draft a complete ballot to provide Belinda, to be used for the notice and absentee ballot.
- Belinda will create an online absentee ballot and print paper copies of absentee ballots to be available for the next two Sundays (5/21 and 5/28).
- Rev. Lisa will announce at the pulpit that ballots will be available in Freeman Hall after the service.
- Deadline to receive absentee ballots is May 31.

### **Sybil Bernstein Award**

- Per Alesia, the Bernstein Award is meant to celebrate a breadth of volunteer activities over time.
- Nominations were discussed in Executive Session on April 18 and via email after the meeting. Voting was conducted via email (with a final vote of 7-0).
- The Board agreed via email to present the award at a later date. We will need to provide Rev. Lisa in advance with the names of the presenters and slides of past and current award winners.
- Alesia noted that the Bernstein Award is a Jefferson Cup, which is now hard to order. We may need to consider other options going forward.

### **Annual Meeting on June 4**

Agenda:

- Chalice lighting (Rev. Lisa)
- Accomplishments from the Board (from the policy report)
- Announcement of Paula as the new Director of Lifespan Religious Education, plus the part-time admin support person
- Alesia will present the revised 2023-2024 budget (proposed by the Coordinating Team and approved by the Finance Team), followed by an up-or-down vote.
  - At the April Board meeting, Alesia presented a budget with a \$20k projected deficit. The Coordinating Team cut expenses as much as possible. However, personnel expenses will increase next year due to adding a Director of Lifespan Religious Education and a part-time administrative support person.
  - The budget does not include salary increases.
  - With a goal to decrease the \$20k projected deficit, additional communications were sent to the congregation and the spring pledge group, resulting in a decreased projected deficit of just under \$12k.
  - The projected deficit is the result of attrition, which is common during a transition period but results in a loss of pledge receipts. A bright spot is that we have recently seen an increase in new members.
  - The budget as proposed will allow us to continue to meet our commitment to budget \$24k annually to replenish reserves after eliminating the mortgage payment in FY21-22. The current budget includes allocations to reserves, which can be used to balance the budget if needed, but we would prefer instead to grow our membership and encourage generosity.
  - The Board voted 5-0 to approve the revised budget.
  - Alesia will offer an information session about the budget to address any concerns prior to the annual meeting: Tuesday, May 23, via Zoom. Notices of this session will be shared in *Currents*, the member Facebook page, and the Order of Service.
- Introduction of the selected Ministerial Search Team, followed by an up-or-down vote.
  - Biographies and photos are being sent to Belinda to share with members.
  - The Board must approve the search team before it is presented to the congregation. We expect to receive the final list of team members from the recruiting committee in the next few days.
- 2023-2024 Board Members
  - Approval for Shannon to continue filling the vacancy left by Chris Clarke, and for a newly appointed Board member to fill the vacancy left by Susan and Jolena. (Up or down vote.)
  - Vote by secret ballot to fill the three positions that are ending their three-year terms. We have four candidates. Biographies and photos are being sent to Belinda to share with members.
- Changes to Article II
  - Staff have decided to remain neutral about the changes in order to diffuse any conflict. Board members and other UUCU members are not required to remain neutral.
  - Michael and Shannon will work together to create an informational presentation about the history and proposed changes to Article II.
  - Time for Q&A will be offered (Rev. Lisa can answer many process questions).
  - The Board also wants to provide UUCU members with an opportunity to each express their views on these changes; however, we recognize that the meeting could devolve into argumentation. We also understand that the influence of our congregation is small, and this year's vote is not the final vote. Our goals for this meeting are to allow members to be heard and encourage a variety of perspectives.

- We propose utilizing the model presented by the UUA's Wellspring curriculum: allowing members to express their own hearts, without responding to others ("No fixing, no saving, no advising, no setting each other straight" - Parker Palmer).
- As a co-facilitator of the Wellspring sessions currently being offered, Michael will facilitate this discussion, with Rev. Lisa as support.
- Ben will explain the way that the congregation's vote will be apportioned among the delegates, using language that was approved by the Board 5-0. We recognize the importance of the Board being clear and transparent about our process. Proportionality will depend on the number of delegates.
- Voting (yes/no) will be conducted by secret ballot.

### **Executive Session Called**

- Continued discussion regarding Jolena's successor for a one-year term.
- Selection of officers for the coming year:
  - Kurt was approved (5-0) as Co-Chair
  - The second Co-Chair is pending discussion by the full Board. **(June 2023 update)** Michael was approved as the second Co-Chair.
  - Shannon was approved (5-0) as the Secretary

### **Summary of Action Items:**

- Many activities to prepare for the Annual Meeting: Notices, ballots, agenda, slide deck, etc.

### **Meeting Adjourned**

## Congregational Conversation Follow-Up

### Posted in *Currents*, June 8, 2023

The UUCC's Congregational Conversation/Annual Meeting was held on Sunday, June 4 following the service. The agenda contained many important elements. For the first time in recent memory, a quorum of 111 voting members was present, which shows great commitment and interest in the business of the community.

Alesia Hutto announced the hiring of Paula Gribble as our new Directory of Lifespan Religious Education. We are excited to have Paula join us in August!

Tom Nunnenkamp announced the recipients of the Memorial Endowment Trust grant recipients, which included:

- \$20,000 for fences around the playgrounds.
- Cameras for the sanctuary, \$12,500.
- \$13,750 for audio for the sanctuary which is not the full amount asked for (\$15,000 – \$20,000) so the professional staff and Worship team will need to prioritize.

A number of issues were discussed and voted upon.

- The 2023-2024 budget was approved unanimously. It can be viewed here: [2023-2024 Budget](#).
- The appointment of Barry Ahrendt, Althea Clark, Mic Elvenstar, Ellen Holliday, Rebekah Visco, Dave Warren, and Kathryn Whitfield to the Settled Minister Search Committee was approved unanimously.
- The current and proposed amendments to Article II of the UUA by-laws were reviewed during the meeting and the congregation voted to approve continuing the conversation by a vote of 93 to 45. The 11 delegates to the General Assembly will cast their votes in proportion to this outcome (7 in favor and 4 opposed).
- Three new Board of Trustees were elected to 3-year terms: Kathleen Carpenter, Bob Gorman and Craig Miller. They will be replacing outgoing BOT members Lisa Hagen, Sam Visco and Paul Wilson. We greatly appreciate the contributions that Lisa, Sam and Paul have made to sustain the vitality of our congregation. Please thank them when you see them.
- The congregation voted to approve the mid-term appointment of BOT members Shannon Maples and Gwynne Movius, who are completing 2- and 1-year terms respectively.

The Board of Trustees report was not presented due to time constraints, but it can be found here as part of the UUCC's Annual Report for 2022-2023: [Annual Report 2023-2024](#). The Annual Report for 2022-2023 is a full report of this year's activities. To view the meeting click here: [2023 Congregational Conversation](#).

Next year's board officers are Michael Amy Rodriguez Cira and Kurt Merkle as Co-Chairs and Shannon Maples as Secretary.

The Board of Trustees would like to extend gratitude to all who planned, attended and participated in the meeting. Our congregation continues to demonstrate its vitality, evidenced in the love and commitment of all of our members. Thank you.

With kindest regards,

Ben Baxter  
Michael Amy Rodriguez Cira  
Lisa Hagen, Secretary  
Shannon Maples  
Kurt Merkle, Co-Chair  
Gwynne Movius  
Laurie Reed  
Paul Wilson, Co-Chair