

UUCR Board Meeting Minutes, April 9, 2019

PRESENT: Tim Andriano, Cy Dillon, Bob Egbert, Jimbo Harshfield, Spike Harrison, Katherine Hoffman, Jeanne Larsen, Alex Richardson, James Rosar, Lynn Yates
GUESTS: Anna Tulou Orr, Jessie McKeon, Jerry Trammell

0. **Pre-meeting info session**— Informal 3-minute review of summer sabbatical ministry coverage by Anna Tulou Orr: times and costs.

I. **Chalice Lighting**

II. **Call to Order at 6:30**—Cy Dillon, President, Presiding

III. **Guest Speakers**—

a) Jerry Trammell for **SMC**: working hard on assessment survey; discussion of how UUCR can better facilitate and support volunteers, e.g. a [volunteer] Volunteer Coordinator.

Spike Harrison expressed Nominating Committee's enthusiasm for this plan; board concurred.

b) Anna Tulou Orr and Jessie McKeon on **UUCR's status as a Welcoming Congregation**: cited recent opinion piece in *UU World* about going beyond LGBTQIA+; to continue WC status, you need to offer a series of classes every 5 years but there have been difficulties with dated materials;

Process to maintain official WC status is now annual & consists of 5 elements, of which UUCR has done 3 so far this year, as described in a handout from Jesse. Two more practices recommended for 2019.

Committee to be established to oversee this & report to the board. Names to come to Board for May meeting.

IV. **Approval of Prior Month's Board Meeting minutes**

moved by Lynn Yates, seconded by Katherine Hoffman; passed

V. **Approval of Board Meeting agenda**—approved

VI. **Recommended Motions/s for consideration**—none

VII. **Unfinished Business**

a. **Internship Proposal**: Our financial situation & our ongoing growth in efficacious organizational functioning require that we hold off on this good thing. We need to build this into a long-term planning calendar, which we may develop during August board retreat.

b. **Accompanist Funding**: Budget not yet approved but board is inclined to \$3600. Kerry can work out which people when and precise rates.

c. **Volunteer / Stewardship Celebration**: Saturday May 2, 6-8 p.m in Boutetourt Reading Room on Hollins campus.: 48 signed up so far; room paid for; April 27 is caterer's deadline for headcount. Cash bar. Discussion of trivia contest. Connections Team to do volunteer recognition &

work on using tables as mechanism to promoting congregational bonding, ~~we do believe~~. \$800 raised so far via picture sales. Rev Alex will get Megan to get Bob a copy of the requisite Church Mutual insurance info. Discussion of email blast.

Board dedicates itself to personally inviting people, at coffee hour, etc., to attend.

d. **Shelter in Place Drill:** went well on Sunday 4/7, all agree. Discussion of need for training re ID checks for arrivals post 11:10 Sunday mornings. Safety Committee (Alan Moore, James Rosar, Bob Egbert) will bring proposal to May Board meeting, deo / cosmos volente.

e. **Budget Proposal:** discussion of UUCR patterns (reluctance to pledge); of our tiny dues payment to UUA (\$3K vs an expected \$16K+); concerns include no aspirational items in proposed budget and the small (2%) COLA increase for paid staff.

Speakers for Sunday services: Tim 14th; Kerry 21st; Walker Hartman 28th; Cy & Spike May 5th
Lynn & Tim to work up PowerPoint for 14th

All board members are to review draft budget sent out today for May meeting: look for items to add / increase; think about how to increase contributions.

The **5 big aspirational goals** for next fiscal year [note: amounts are approximate]: AV/ choir upgrade of equipment and spaces (\$15K); Reserve Study to evaluate & prioritize building needs with long-term plan for budgeting (\$3-6K); salary increases for staff (\$3K); fund our racial justice efforts (\$4K); office space at Co-lab in Grandin Village, providing needed supplemental room / equipment at great rates (\$3K)

Meeting of board scheduled for Tu 4/30 5-7, with Carl Reed.

VIII. New Business

a. Stewardship Follow-up: April 25, 6 p.m.: Cy and others from board will call from UUCR.

b. UUCR Social Media: We have a policy that needs to be brought into action.

c. Water Policies: Time to stop buying bottled water *with UUCR funds*. We need reusable glasses. Bob will bring draft policy for eliminating *all* single-use plastic and other throwaways.

Our new drinking fountain is an object of universal admiration & acclaim.

d. **Next Board Retreat: 8/24 or 9/7, 9 a.m.-4 p.m.:** integration of new Board members + long-term plan (goals; timetable) + mission (+ budget?) + look at assessment survey results.

Pros & cons of having a facilitator discussed.

IX. Board Reports

a. Personnel, Katherine Hoffman: contract for PowerChurch training pending with Laura Latham.

b. Nominations: Spike Harrison reports that nearly all slots are filled, but it has been difficult to get anyone to consider the President-Elect position. All are grateful to Spike & the committee.

For Annual Meeting we need to elect two new members to the Nominating Committee. Cy Dillon volunteers for one spot next year.

c. Board-Minister feedback plan: Goal is mutual frank directness about “How are we doing? Where are our challenges? Where are our gifts? Where are things in synch? Where not?” – not evaluation / assessment.

How & when do we make this happen effectively? Is it a “goals review”?

Proposed model: roundtable check-in with a time limit at start of meeting, with a new person starting off each time—**start in September**, figure out after a few months how it’s going.

d. Rev Alex: will be sending us a “white paper” re his sabbatical plans, and details for pastoral care coverage during his absence. Kerry (or Alan when Kerry is out of the country) will handle pastoral care while Ana Tulou Orr covers Sunday services.

e. DLFD: Cy Dillon passed on Alan Moore’s request to be away, at UU General Assembly in Spokane, June 19-21. Board **asks him to arrange coverage**, and agrees that this will not be charged against paid time off and assumes he’ll be using his professional development funds from the new fiscal year; we ask that he attend two specific sessions on our behalf.

f. Misc: Cy Dillon reminded us of Carl Reed’s positive response to our present fiscal situation and we rejoiced in our president’s return to robust health.

X. **Action Items** As highlighted in yellow in draft minutes.

XI. **Executive Session**: none

XII. Doughtily **adjourned** at 9:14

XIII. **Upcoming dates**:

April 25 6 p.m.: Cy and other board-folk will make stewardship phone calls from UUCR

April 30 (Tues.) 5-7 p.m.: Board meets re budget

April 30, 2019: Annual Assessment Survey Deadline

May 4, 2019: Stewardship & Volunteer Celebration at Hollins

May 19, 2019: Annual Church Picnic at Fishburn Park

June 2, 2019: Annual Meeting