

**Unitarian Universalist Congregation of Wilmington, North Carolina
Board of Trustees (BOT) Meeting Minutes, March 23, 2021**

Attending: Tony Barney, Jerry Hurwitz, Jim Ludwig, Elizabeth MacLeod, Cornelia Maxted,
Raine Morgan, Beth O'Connell, Kami O'Keefe, Becki Schreiber Ex-Officio: Rev. Cheryl M Walker

Agenda

1) Call to Order

Beth O'Connell called the meeting to order at 5:15 and lit the chalice.

2) Calendar Reminders

- a. April Beacon Article, Worship Associate, Digest Monitor—Raine
May Beacon Article, Worship Associate, Digest Monitor—Tony
- b. Annual meeting – June 6
- c. Jim plans to resign from the BOT in June.

3) Minutes

February's Minutes were approved.

4) Review and Accept Reports

The Minister, DRE and Treasurer's reports were discussed and accepted. All are attached below.
It was noted that pledges continue coming in at a pace that keeps us from using reserve funds.

5) Policy Manual Review

Changes made in January were approved.

6) Committee for Ministry

All positions have been filled and the team plans to commence work on April 1.

7) Guidelines for Supporting Outside Organizations

A policy statement was approved with two adjustments, as shown here:

4.3 Supporting Outside Organizations

The following policies apply to providing outside organizations with UUCWNC's financial support, member or staff time, physical or intellectual property.

We may support organizations:

- that hold 501c3 status or a bank account in the name of the organization.
- from other faith traditions if their values are in accordance with the UU principles.
- when following their faith is not a requirement for receiving financial aid or services.
- to fund films, publications, or social media if this project is an integral part of a strategy for social change.
- that provide scholarships.

We will not support organizations:

- that work in opposition to our principles.
- that are for profit.
- that work towards politically partisan efforts.

- that will re-gift our resources to another organization, unless managed by the UUA.

We do not gift money to individuals.

Note: The current section 4.3 would move to 4.4.

9) Proposed Bylaw Change

The Nominating Committee requested clarification for Bylaws Article V, section B: Election and Terms of Office in regard to eligibility for reelection of BOT members that had served partial terms by means of either election or appointment. Prior to the meeting, the current Bylaws were reviewed by two Parliamentarians and several long-standing members with institutional knowledge. Based on their interpretation, perspective from the Nominating Committee, July 2020 BOT Minutes, and thoughtful consideration by the Exec. Committee of the BOT, the BOT voted to keep the current Bylaws in effect for the upcoming election. These Bylaws allow an appointed member to be elected to a new term, but do not allow elected members to be re-elected without a lapse of one year following their current term of office.

These changes, shown in red, were recommended, discussed, and approved by the BOT for presentation at the Annual Meeting:

B. ELECTION AND TERMS OF OFFICE

Trustees shall be elected at the Annual Meeting of the Congregation from a slate presented by the Board as recommended by the Nominating Committee. Trustees must be members in good standing and may not be employed by the Congregation. Trustees shall be elected for one three-year term to begin on the first day of July following their election. Each year three new Trustees will be elected to the Board and three will rotate off of the Board at the completion of their term. The Board of Trustees shall elect its own officers which shall include the President, Vice President, and Secretary. The election of officers will be held after the election of new Trustees at the Annual Meeting, but no later than the first meeting of the new Board. **Board members shall not be elected to a second term until a lapse of one full year following their current term of office.**

In the event of a vacancy on the Board, a successor shall be appointed by a majority of the remaining Board members to serve until the next Annual Meeting, when a replacement Trustee shall be elected to fill the remainder of the term of the vacant position. **People appointed and/or elected to fill partial terms may be (re-)elected for partial terms as long as the total amount of time served does not exceed three consecutive years.**

No person may serve more than three consecutive years.

This revision will be presented for approval by vote of the congregation at our upcoming Annual Meeting on June 6. Since these changes could affect the slate for the upcoming election, the Bylaw change will be on the agenda after new officers are elected. Once approved, it will be effective immediately.

10) Charter for Building Fund Planning Committee

A draft Charter is well underway, but after robust conversation it was decided that more detail was needed for determining roles and responsibilities as well as setting target goals. Elizabeth, Kami and Becki volunteered to further develop this charter for next month. The committee to implement this charter should be selected and ready to begin work by autumn 2021.

11) Board commitment to anti-racism

Raine and Elizabeth provided a lengthy list of references and suggestions for actions, such as:

- Start by considering one's own actions and then share those with the BOT, the congregation, the community, etc. in ever increasing circles of awareness.
- Support Black owned businesses with our dollars and promoting them to friends and/or through social media.
- Post a list of Black owned businesses on the UUCWNC website.
- Consider investing with a Black owned bank.
- If fully vaccinated, volunteer with the NAACP to drive others to vaccine appointments. They are in immediate need of this help.
- Post a weekly article in the UU Digest.
- Develop an opportunity for all members of the congregation to make a pledge to stand for anti-racism.

12) Board/committee liaisons

BOT members have begun contacting the committees for which they are liaisons. Beth reported that she has heard from several committees that they would like better understanding of decision making authority. This has been added to Action Items/Deferred Topics. Kami reported that all is going well with her groups and the Caring Committee was pleased to add three new members. Tony and Becki each reported that one of their teams is on hiatus but looking forward to meeting again.

The meeting was adjourned at 7:15.

Next BOT Meetings:

Tuesday, April 20, Exec Com at 4:00

Tuesday, April 27, BOT at 5:15

Note: The buildings remain closed due to Coronavirus. All gatherings are held virtually.

Action Items/Deferred Topics

- Completion of the Building Operations Manual (Minister)
- Finalize Charter for Building Fund (Elizabeth, Kami, Becki and BOT)
- Review Bylaws/determine its position in our Policy Manual Guidelines (Beth and BOT)
- Expand "Congregation" section of the Policy Manual to more clearly define decision making processes and authority (BOT)
- Consider re-establishing a fundraising committee to initiate and plan events (BOT)
- Developing policy for communication processes between the BOT / Congregation / Minister (BOT and Minister)

Submitted by Cornelia Maxted

Minister's Report Board Meeting 03/23/2021

Administration

- Julie had her surgery on the 15 of March. I worked with her before she left to document her processes for entering information into Icon, making bank deposits, paying bills, etc... I will be working with John Grigsby on the financial part. I will keep the database up to date.
- Jessica Holm has volunteered to take over the Weekly Digest for the time Julie is out and Beth O'Connell has volunteered to do the Beacon.
- Julie will be out 3-4 weeks.
- We upgraded our website software and I am learning the new system which is very different from the old one.

Congregational Life

- I am putting together a transition to opening team which will include representatives from worship, religious education, Quest and membership/welcome teams. Our goal is to identify and plan for how to open when it is safe to do so. I am tentatively thinking of Homecoming 2021 in September as our opening target.
- Working with the Generous Life Team on the spring canvass drive. We are in the early planning stages.
- Worked with the Operations Wellness team on developing a survey to assess how frequently people are reading the Digest and the Beacon.
- Completed my selections for the Committee for Ministry, Eden Avery and John Noll.
- Continued working with the Membership Engagement Team and Welcome Team to consolidate the groups to have one team focused on membership.

Unitarian Universalism

- I will be attending, virtually, the annual UU Religious Professional of Color Gathering (*Finding Our Way Home*) the week of 3/29, which will limit my hours.
- Continued work the Article II Study Commission.
- Held a workshop for the UUA staff for the Article II Commission.

Community Involvement

- **Attended a meeting with NC equality to work on proposing to the City Council, and County Commissioners a bill to insure equal protection for the LGBTQ community. The last remnants of HB2 are expiring (which prohibited local jurisdictions from enacting equal protection laws) and now may be the time.**

Attendance for December:

| <u>Date</u> | <u>Devices</u> |
|-------------|----------------|
| 02/07 | 109 |
| 02/14 | 108 |
| 02/21 | 111 |
| 02/28 | 102 |

Respectfully submitted, Rev. Cheryl

Lifespan Religious Education - March 2021
Monthly Report to Board
Leslie O'Connor

Current Activities:

- I decided against doing the “Our Neighboring Faiths” curriculum at this time. This is a program where youth learn about other religions and then actually visit the churches for a Sunday service. Other DRE’s in my network had reported doing it with the convenience of attending church services on-line, rather than in-person. Not having the opportunity to actually visit the places of worship and practice worshipping side-by-side with people of other faiths would really impact the quality of the learning experience. It would become more of a standard Comparative Religious Studies class instead of an experiential UU Sunday school class, so I decided to do it at another time when we are free to visit other churches.
- I will be leading the Youth Group as we read the book, Stamped: Racism, Anti-Racism and You by Jason Reynolds and Ibram X. Kendi. I hand-delivered the book to each student at their homes and I came with pizza and drinks so we could sit out on their porches for little outdoor, socially distant picnics. It was a great way to see each person in-person and spend some quality time with each of the students but I really don’t care to see another piece of pizza for a long time!
- The youth and their parents are excited about participating in a multi-generational book discussion session on April 18th. The youth will be reading Stamped, the book listed above, while the adults may read either that or its companion publication, “Stamped from the Beginning”: The Definitive History of Racist Ideas in America by Ibram X. Kendi. I am hoping for a good turnout to discuss such a timely topic and one that has profound meaning for Unitarian Universalists as we integrate our eight principle into our daily spiritual practices.
- I attended an informational meeting for the Unitarian Universalist Young Adult Revival Network (*UU YARN*). From its description, I thought it might be a valuable resource for me to use as I try to build on our young adult membership and presence, but it is actually more suitable for UU congregations who already have a thriving young adult ministry. I continue on-line research to prepare for facilitating the first Young Adult Organizational Meeting, scheduled for March 25th.

Unitarian Universalist Congregation of Wilmington
Treasurer's Report for 8 Months ending February 28, 2021

My report will look a bit different this month as our general ledger is not up to date. As one can see by our operating fund balances, we are in a strong financial position and all expenses have been paid in a timely manner. Hopefully I will be able to send an updated report in early April.

Operating funds available total \$113,615.00

Our mortgage balance is \$122,340.00 with principal and interest paid monthly.

Attached is our balance sheet as of February 28, 2021.

Submitted,

John Grigsby, Treasurer