

**Unitarian Universalist Congregation of Wilmington, North Carolina
Board of Trustees (BOT) Meeting Minutes, April 26, 2022**

Attending: Robert Demko, Jane Horrell, Peter Rawitsch, Elizabeth MacLeod, Kami O'Keefe, Becki Schreiber, Raine Morgan. Absent: Jerry Hurwitz, Cornelia Maxted
Ex-Officio: Reverend Cheryl M. Walker

Call to Order: Elizabeth (President) called the meeting to order at 5:10, chalice was lit, members checked in.

Approval of Minutes- March Minutes were approved as submitted.

Calendar Reminders

- May 2-16 Interim Interview Team researches and ranks candidates
- May 18 Extend offer to Interim, or consult with UUA for second round (as needed)
- May 14 BOT meeting in-person.
- June 5 Annual meeting. June 10 Evening of Celebration and Farewell! (help wanted)
- June 22-28 General Assembly, attendance encouraged
- June 28 BOT meeting with three incoming members
- July 3 Reverend Cheryl's last scheduled sermon at UUCWNC

Ministerial Transition

- **Approved-** Party budget of \$1,000-\$1,200 funded from Operating cash
- **Approved-** August BOT meeting suggested (BOT doesn't typically meet in August)
- Overview of status of Interim Process

Policy Review

An in-depth conversation ensued regarding the intentions and limitations of Governance Policy 2.6, in particular "The Board members, while representing the congregation, may not advocate for political candidates". The example being discussed centered around a Board member wearing a shirt to service in support of a local political candidate. Interpretations were varied. The BOT member believed he would need to step down from the Board as he's campaign manager for this local candidate. Discussion included reaching out to UUA and the Reverend for their input on the situation.

Discussion of Policy 2.12 was tabled due to time considerations.

Stewardship Update was tabled due to time considerations.

New Action Items:

- June 5 Annual meeting (in person). Budget to BOT by May 8, and docs to congregation by May 25. Recruit a Parliamentarian, prepare the script.
 - Elizabeth and Robert to attend the Finance meeting(s). Perhaps Jerry as well.
 - Need to locate the script.
- June 5- Annual Congregational meeting.
- June 10 Evening of Celebration and Farewell! (help wanted).
- Seek input regarding intentions and reach of Governance Policy 2.6.

Meeting adjourned.

Next BOT Meetings:

Wednesday, May 17-Exec Committee at 5:00pm

Tuesday, May 24- in person BOT meeting. Location pending.

Submitted by Jane Horrell

Minister's Report Board Meeting 04/26/2022

Administration

- Started transfer of information and organizing files to give to the Interim.
- Attendance is below, we are not showing a growth in children and youth's RE. Leslie and I are discussing what the future should be for the remainder of the year.
- Online participation is steady, and it is clear this is a necessary part of our services. More people are attending online than in the person for the first service.

Finance

- Spoke with John Grigsby about the upcoming budget. Provided him with the spreadsheet to calculate next years budget. John is taking the lead in putting the budget together and I am assisting him with anything he needs.

Congregational Life

- Planned the Welcome Class with Leslie O'Connor and Eileen Barley. The class is scheduled for the week of April 24th.
- Conducted a memorial service for Dave Smith.
- Met with the Generous Life Team to finalize the details of this year's canvass.
- Met with the Membership Engagement team to plan events for the spring.

Unitarian Universalism

- Attended the retreat for UU religious professionals of Color in Long Beach, CA.
- Presented proposed new language for Article II to various groups
- Began planning for General Assembly for Article II
- Worked on my Ministerial Record.

Respectfully submitted

Rev. Cheryl

Attendance:

DATE	ZOOM DEVICES	1ST SERVICE	2ND SERVICE	TOTAL
03/06/2022	29	27	73	129
03/13/2022	20	18	51	89
03/20/2022	29	24	54	107
03/27/2022	29	20	62	111

Lifespan Religious Education Report to the Board April 26th, 2022

Youth RE

The youth attendance in March was very inconsistent and very unpredictable.

March 06: 5

March 13: 0 (Daylight Savings Time - set the clocks forward)

March 20: 3

March 27: 6

April 03: 2

April 10: 1*

April 17: 8 (Easter Sunday)

April 24: 4

*Until now, childcare has not been needed for second service. I set the policy that the Childcare Provider is to stay until 11:15, and if no one shows up needing care by then, she may go home, getting paid for the 15 minutes she just stayed for (in addition to her previous 9:30 hours...) Choir is BACK!!! We have at least two choir members who will need childcare during the second service on choir Sundays, so we will be welcoming a couple of baby girls into the nursery during that time!

We had 12 children participate in the Easter Egg Hunt. One new family visited with two boys, 5 and 7 year olds, and appeared to have a really good time. They had come to the church a couple times prior to covid. The children were engaged during class time, but I did not see them the following week.

We started the YWCA 12 Days of Anti-Racism Program. This is an independent program where each day for four days a week, you read a selected article, or excerpt from a book or listen to a podcast to learn about, ready, 1, 2, 3 - EVERYTHING that Ron de Santis does not want Floridians to talk about, let alone learn about. Some examples include 'critical thinking' and how we are now able to clearly define it, while we learn about the methods of propaganda used by de Santis' team to twist the meaning of critical thinking to meet their own needs. Feedback that I received from our middle-schooler was that she didn't necessarily learn anything new about propaganda, but she is better now at articulating her side of the position, and we both agreed that it was helpful.

Adult RE

I consulted with Peter, who introduced me to the rest of the Amendment 8 Leadership Team for UUCWNC. I then introduced myself to them and asked if there was a particular book that might be helpful to the 8th Amendment effort if I led a book discussion group on it. They mentioned White Fragility (been there, done that) and the Defund Fear book, which is the UUA's Common Read for this year. I wasn't very impressed by it, but let me give it some more thought. I feel stronger than ever that a remote book discussion group would be a good idea and using zoom would enable

those who are traveling to attend, also. I also talked with the Leadership team for transition, and if there is a book that we should be reading, I'll put it on my list.

Rev. Cheryl and I are currently teaching the Spring Welcome class. We agree that after she leaves, I will be able to lead this class, as well as 'This I Believe'. I am curious if I can expect an interim minister who will be engaged with RE, who will at least have some thoughts and ideas on how we might approach the rebuilding of a new program. I continue to read everything I can get my hands on about this.

Confirmed: I have scheduled the First Annual RE Book Fair to take place on Sunday, October 23, 2022. This will be a fundraiser for the church and hopefully happen either annually or bi-annually, whatever we think we can support. Skinner House is not known for its speedy delivery, and if we're promoting this as holiday shopping, I want to allow plenty of time between the sale and the holiday. It would also be helpful - and a relief - to get it done before the Annual Halloween Party.

Shalom.

Leslie O'Connor
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Unitarian Universalist Congregation of Wilmington
Treasurer's Report for 9 Months ending March 31, 2022

Total Revenues to date: \$ 166,656.00

Total Expenses to date: \$ 181,432.00

Operating shortfall: \$ 14,776.00

Operating income for nine months is below budget by \$17,468.00. Pledge receipts are under budget by \$4,983.00 while rental income and fund raising programs are under budget by \$13,558.00. On the expense side we are over budget by \$2,004.00. Pledge income has picked up as members made annual contributions during the month of February. Operating expenses are being managed by staff.

Operating funds available total \$106,983.00

The mortgage balance is \$114,694.00 with principal and interest paid monthly. The current mortgage commitment matures in May of this year and we have started the process of extending the loan with Coastal Bank and Trust.

Attached is the balance sheet as of March 31, 2022 and the general ledger report covering the same period.

Submitted,

John Grigsby, Treasurer