

**Community Church of Chapel Hill Unitarian Universalist**  
**Board of Trustees**  
**Board Meeting: February 10, 2026**  
**MINUTES**

<b><u>Board Members</u></b>	<b>Present</b>	<b>Absent</b>
<b>Dean Peterson, President</b>	<b>X</b>	
<b>Will Hoye, Vice President</b>	<b>X</b>	
<b>Dawn Carter, Past President</b>	<b>X</b>	
<b>Catherine Grodensky</b>	<b>X</b>	
<b>Heather O'Connor</b>	<b>X</b>	
<b>Briton Bieze</b>	<b>X</b>	
<b>Ginger Guidry</b>	<b>X</b>	
<b>Deborah Day</b>	<b>X</b>	
<b>Peter Hendee</b>		<b>X</b>
<b><u>Ex Officio</u></b>		
<b>Thom Belote, Minister / Chief of Staff</b>	<b>X</b>	
<b>Andrew Wright, Treasurer</b>	<b>X</b>	
<b>Brian Pence, Secretary</b>	<b>X</b>	
<b><u>Insch Fellow</u></b>		
<b>Tobin Wright</b>	<b>X</b>	
<b><u>Guests</u></b>		
<b>Caleigh Grogan, Interim Minister</b>	<b>X</b>	
<b>Bonnie Nelson, Stewardship Chair</b>	<b>X</b>	
<b>Barb Chapman, Legacy Chair</b>	<b>X</b>	

Trish Lester, Indivisible Orange County	X	
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**Board Member of the Month: Thom Belote**

**Attachments**

1. *January Board Meeting Minutes*
2. *February Minister's Report*
3. *Budget vs Actuals July-Dec 2025*
4. *Balance sheet 2025-12-31*
5. *Estate gift email*
6. *Ministerial Staffing Alternatives*
7. *Second minister memo*
8. *RE Program: Visitor information (deferred until March)*
9. *RE Program: Registration (deferred until March)*
10. *RE Program: Current information (deferred until March)*
11. *Request to Be a Co Sponsor for March No Kings Day*

**\*\*Requires Board Action**

**Opening 7:00-7:20**

**Chalice Lighting, Opening Reading and Welcome** Thom Belote

**Thirty Second Check Ins** All

**Acknowledgement of Consent Agenda** N/A

Agenda  
*January Minutes attachment*  
*February Minister's Report attachment*

*For 2026, the Board has decided that the Consent Agenda items will be considered accepted if no objections are raised before the end of the meeting. Objections or discussion points may be raised at any time before or during the meeting, but particularly now or under Other Business.*

**Discussion Item 7:20 - 7:35**

No Kings Day Co Sponsorship \*\* Martha McCabe & Trisha Lester

*Request to be a Co-sponsor attachment*

Background:

- No Kings Day event in fall 2025 at Town Commons had 4,000+ attendees
- Expenses of \$4,300
- Steering committee of ~5 people - likely absorbed some expenses
- Other events: This past Sunday at Carrboro Century Center - how to respond to ICE; Event on Know Your Rights planned March 7 partnering with CCCHUU

Next No Kings event planned for March 28, 2026. Some changes planned. March + rally. Will require police attendance - additional expense.

- Will need to raise \$15,000-\$20,000 from partners
- Can CCCHUU contribute toward this goal?

CCCHUU Board policy 4.1.6 - Church as official sponsor of event only allowed by vote of board or vote of congregation.

- Would Board like to vote to be a co-sponsor of the event?

Discussion:

- Sponsorship seems well aligned with several elements of strategic plan e.g. increasing visibility in community, social justice, immigrant justice
- CCCHUU's Standing on the Side of Love has already committed \$1,500, Thom expects to commit additional \$500-\$1,500 from operational budget.

Motion to agree to co-sponsor No Kings Day movement with a contribution of at least \$2,000 moved by Dawn, seconded by Briton, Motion passed.

## Updates

**7:35- 7:50**

### **Review of financials**

Andrew Wright

*July-Dec 2025 financials attachment*  
*Balance sheet attachment*

Financials reflect being 50% through fiscal year. Often income runs a little ahead of 50% at this time of year because members make year-end contributions in December. Some expenses run a little ahead, e.g. stormwater expenses are fully paid. Overall, numbers are very much as expected, unremarkable and nothing alarming.

Current surplus is as expected. Surplus shown in December is typically the highest of any point in the fiscal year, the surplus will decrease over next 6 months.

Sanctuary project: Still in planning stages. That will not flow through operating budget but through maintenance and other reserves. Operating budget makes regular annual contribution to maintenance reserves. Should have reasonable numbers for sanctuary project by next board meeting. Still planning for summer timeline.

### **Annual pledge drive update**

Bonnie Nelson

Kicked off in February. "A pledge is a promise." Promise of your future support of the church.

Recent message from Thom; first testimonial was this past Sunday (thank you Heather). Website is updated (thank you Franklin).

CCCHUU bases its budget on pledges received, We do not set a goal and work toward that goal. Focus is participation. We believe people will give as generously as they can. Generosity model, adopted by church based on guidance from Mark Ewert.

Plan is to close out pledge drive while sanctuary project numbers are being finalized, then turn attention to capital campaign for sanctuary project.

Soft-launch communication about capital campaign happened in December but many congregants likely still remain unaware. .

**Disposition of unallocated estate gift**

Barb Chapman

Read Board Policy pg 14 -15

Email re: estate gift attachment

Board policy: If the church receives an undesignated gift of \$2,500 or more, the Board will attempt to determine the intent of the donor.

Bequest of \$14,233 received recently from estate.

Outcome of pastoral visit conversation: Gift has been designated to kast fund.

Current legacy fund balances: \$400,000+ in Chalice fund. \$300,000+ in kast fund. \$46,000 in capital fund. All substantial increases from a year ago. Credit to the church's recent focus on growing these funds.

**Discussion items**

**7:50 - 8:20**

**Additional ministerial staffing options \*\***

Thom Belote  
Andrew Wright  
Bonnie Nelson

Ministerial Staff Alternatives attachment

Second minister memo attachment

Presentation:

- Process for hiring ministers goes through UUA (although in transition). Generally this is an academic year year-long search process. Discernment, posting, applicants, interviews, hiring. Option to go off schedule but most ministers don't search off schedule so going off schedule would have disadvantages.

- If we wanted to bring in a second minister in summer 2027, the starting point would be discernment around now, working toward making a firm decision by August Board meeting to post position.
- Funding is key consideration.
- Second minister job description: Typically would lead 2-3 programs of the church. Examples could be caring ministry, adult education, staff support, social justice.
- Skill set for second minister doesn't have to have as much of an emphasis on preaching as lead minister.
- Model would be lead and second minister, not co-ministers. Can be great way to add diversity in ministerial leadership.
- To pursue this route, would need firm commitment by August Board meeting or September at the latest.
- For 2026-2027 year, stopgap to address additional ministerial needs could be to invite intern. Thom has posted position, no applicants yet.
- Second minister position would be best offered as full time. A less than full time position would likely substantially restrict interested applicant pool.

#### Discussion:

- Is it enough work for a full time position? Likely yes.
- This position would both offload from Thom and provide ability to provide higher level of leadership than currently available.
- How does this relate to what our church needs, rather than what other churches do?
- More about career trajectories of second ministers.
  - Often have strong call to ministry but not strong call to pulpit work.
  - Call to collaboration
- What are implications for intern program?

#### Funding thoughts:

- Next budget year: Put some money away.
- Next year: Focused fund drive for second minister.
- Disbursements from legacy funds - need to reference charters of specific funds. Board can modify charters of legacy funds.
- Pledge base has increased in past 5 years by \$185,000. This increase has mostly supported staff salaries.
- Should we commit to position without knowing we can sustain it?

#### Closing comments:

- Intention to revisit at April board meeting.
- Organizationally this is a big step for a church to take. This level of discussion is appropriate and healthy.

## Day of Service planning

Dawn Carter

Andrew Wright has contact at Charles House, would love a Board member to help him plan Day of Service event to work at Charles House. Generally light yard work, window washing etc.

Catherine agrees to be Board liaison with Andrew to plan Day of Service event..

## Other Business

Dean Peterson

**Will:** Thanks to Barb for orientation to Governance committee. Plan to find meeting time.

**Dawn:** Held UUA call re: ministerial formation committee process. UUA open and receptive. Follow-up planned.

## Getting to Know Each Other, Continued

8:20-8:45

Dean Peterson

Backgrounds and Interests / what would you like to share

- Why UU?
- Family
- Background / Education / Work
- Recommend a favorite movie!
- Check in - anything else to know how you are doing

## Closing

8:45-9:00

### Prior Month Action Items

Will Hoye

- **Dawn** to identify lead and team members for Strategic Plan Tech committee - **in progress**
- **Dean** to identify further candidates to fill 2 open slots on Nominating Committee- **in progress**
- **Heather** - SP safety lead - co-leading with Demea. **Will find new lead by September.**

### Action Item List (with due dates and who)

Brian Pence

- Thom will follow up with Indivisible Orange County about CCCHUU's co-sponsorship of No Kings Day
- Andrew will allocate estate gift to kast fund
- Andrew will submit BOT Day of Service form. Catherine will co-lead with Andrew. Andrew and Catherine will communicate to Board.

### Meeting evaluation (plus / delta)

Thom Belote

Plus

- Foot in the door of ministerial support, with more to unpack
- Focus with staying on task, time management
- Impressed with engagement of our Insch leader!
- Sharing “getting to know you” stories!
- Decision to sponsor No Kings Day event
- Laughter

Delta

- More time for discernment related to needs of organizations in regards to staffing prior to moving forward

**Chalice Extinguishing and reading**

Thom Belote