

The Community Church of Chapel Hill Unitarian Universalist
 Board of Trustees Meeting Agenda - AMENDED
 November 12, 2024
 7:00 – 9:00 p.m.

MINUTES

The Gathering Room

Board Member of the Month: Briton Bieze

Meeting Roster	
Members Present:	Mary Beth Powell (President), Glenn Davis (Past President), Dawn Carter (Vice President), DeeDee Lavinder (member), Jay Johnson (member), Ellie Speh (member), Briton Bieze (member), Kevin Bastian (member)
Ex Officio:	Rev. Thom Belote (COS/Minister), Andrew Wright (Treasurer), Brian Pence (Secretary), Chris Speh (Assistant Treasurer)
Insch Leadership Fellows:	Tobin Wright
Guests:	Barb Chapman, Peter Hendee (member-elect), Dean Peterson (Vice President-elect)
Absent:	Jenn Kapranov (Intern Minister), Deborah Day (member)

Item	Presenter	Time
Chalice lighting/Opening Reading	Briton Bieze	7:00 - 7:05

Welcome and Check-in Mary Beth Powell/all 7:05 – 7:15

Consent Agenda Mary Beth Powell 7:15 – 7:20

- Approval of Agenda
- Approval of October minutes
- Approval of Minister’s Report

Action Items

Approve Consent Agenda All 7:20 – 7:25

Motion to approve consent agenda moved by Ellie, seconded by Kevin. Motion carried.

Approve UUA’s Retirement Plan Issue Restatement Andrew Wright 7:25 - 7:35
(See proposed motion below)

“Whereas The Community Church of Chapel Hill, Unitarian Universalist is committed to assisting all of its employees 18 years and older prepare for their retirement years, and; Whereas the Unitarian Universalist Organizations Retirement Plan (the "Plan") is the retirement plan sponsored by the Unitarian Universalist Association, therefore; Be It Resolved that the Community Church of Chapel Hill, Unitarian Universalist hereby adopts the 2025 Restatement of the Unitarian Universalist Organizations Retirement Plan with an implementation date of January 1, 2025, and commits to complying with all the provisions of the Plan and the elections made by The Community Church of Chapel Hill, Unitarian Universalist in the 2025 Employer Participation Agreement that we submit to the UUA Retirement Plan Committee and they acknowledge receipt and approve via counter signature of same.”

Motion to approve UUA’s retirement plan issue restatement moved by Glenn, seconded by Briton. Motion carried.

Board Approval for CSAI proposal Peter Hendee following discussion

Motion to support submission of CSAI proposal to UUA moved by Kevin, seconded by Jay. Motion passes: 5 in favor, 2 against, 1 abstain. See notes below.

Stewardship Committee proposal

Bonnie Nelson

following discussion

Deferred

Discussion and Planning

2025 Budget Update

Andrew Wright/Rev. Thom

7:35 - 7:40

First quarter financials circulated. Income and expenses on track with expectations, nothing stood out as out of line to Chief of Staff and Treasurer. Pledge income has continued as expected.

Committee Assignments for 2025

Dawn Carter

7:40 – 7:45

Nine board members; 15 committee positions need to be filled. Board members to please review their current assignments and available positions and express interest. Please email Dawn by Dec. 6.

DeeDee is open to remaining as webmaster after her term concludes in December if that is desired.

Discussion of Nominating Committee membership. No current board members, but past board experience is helpful.

Board Approval for CSAI proposal
to be submitted to UUA

Peter Hendee

7:45 – 7:55

UUGA sometimes issues Statements of Conscience. Committee on Social Witness collects statements from congregations.

The attached statement focuses on international monetary oppression. Was submitted to UUA in September, was then invited to submit fully by Nov. 15th, requiring congregation sponsorship indicated by Board vote.

Discussion:

- **Extremely technical area. Requires banking and monetary knowledge.**

- Such Statements of Conscience need to be actionable – something that congregations could engage in nationally. That path for this statement seems unclear.
- Recognition that economic injustice is a pressing issue.
- Limited individuals have been closely involved in the development of this statement (although much conversation)
- Are there smaller steps that would be a better starting point?
 - Existing Statement of Conscience on economic injustice probably encompasses these smaller steps
- Our congregation's/Board's support of this statement would probably be perceived by UUA as an indication of CCCHUU willingness to expend effort on this issue
- Counterpoint: Reading this statement: These are the big ideas that are going to change the world. Do we want to be on the side of big ideas? What about living wage?
 - But this is covered under existing Statement of Conscience – the proposed statement seems in a different direction focusing on international monetary policy
- Purpose of Congregational Study Action Issue is to identify a topic for congregations to discuss and wrestle with and learn about
- If this were chosen as CSAI, what would that enable? Would resources from UUA follow to facilitate congregational study?
 - Yes – the topic selected is typically disseminated to congregations with study materials
- Are there drawbacks to approving? Expectation that our congregation take some action?

Motion to support submission of CSAI proposal to UUA moved by Kevin, seconded by Jay. Motion passes: 5 in favor, 2 against, 1 abstain.

Strategic Planning Update

Glenn Davis

7:55 - 8:05

Reminder: First three themes are led by ministries; themes 4 and 5 are led by Board.

Updated Strategic Plan circulated with priority areas identified and proposed lead and supporting names attached for themes 4 and 5 (not set in stone).

Some task forces / groups coming together, others still need to take shape. For example Manse long term plan task force has established monthly meetings.

Better formatted document will be circulated.

Stewardship Efforts

Bonnie Nelson**

8:05 – 8:15

***Needs our Board attention/action*

Franklin has prepared tracking system for contacts with congregation members regarding endowment and whether donor intent form is on file.

Action item identified out of stewardship retreat: Currently only one volunteer to make pastoral visits to those 65 and older. Training would be provided. Donor intent forms can be extremely helpful when bequests are received – makes it very easy to respect people’s wishes. These visits can be very positive conversations – opportunity for members to share what the church has meant to them; not about asking for money. How do we ensure that these strengths continue.

Expect a contact from Barb inviting you to consider conducting pastoral visits to activate legacy giving program for the church.

Is the intent for this to only be a Board activity? - No: start with a small interested group, try it out, iterate, engage others.

Updates with Q&A

HR Update

Kevin Bastian

8:15 – 8:20

COS Evaluation process approved in October is underway. Likely will want some time on December agenda to provide material back to Board.

Signage Committee Update

Ellie Speh

8:20 – 8:25

Deferred to next meeting.

Endowment Committee Update

Glenn Davis

8:25 - 8:35

Recommendations to Board from Endowment Committee presented, as presented in October meeting.

Proposal that Governance Committee should draft language reflecting these recommendations, working with Stewardship and Endowment. Expectation that Governance would provide recommended language to Board.

To participate:

- Dawn
- Mary Beth
- Bonnie
- Barb
- Endowment: Charles and/or Peter

Legacy Society Proposal

Glenn Davis

8:35 - 8:40

Endowment Committee proposal to create Legacy Society

- Clarification: Which funds included? Only “Legacy Fund”? kst fund? Capital fund? Endowment Committee to clarify.

Manse Update

Glenn Davis

8:40 – 8:45

No further updates.

Reflections and Meeting Evaluation

Group

8:45 - 8:55

Review of To-Do Items

Brian Pence

8:55 – 9:00

- Board members to please review their current assignments and available positions and express interest. Please email Dawn by Dec. 6.
- Board members to expect a contact from Barb inviting you to consider conducting pastoral visits to activate legacy giving program for the church.
- Governance Committee to draft language regarding Endowment Committee proposals
- Endowment Committee to clarify scope of Legacy Society (which funds)

Chalice Extinguishing

Briton Bieze

9:00

Attachments:

Agenda November 12, 2024

Minutes October 13, 2024

Strategic Plan Summary

Proposed Nov. 15 2024 CSAI Submission

November Minister's Report

FY2025 Q1 budget v actuals

Congregational Study Action Issue Process

2024-2031 Strategic Plan