

BOT Retreat Minutes

August 17, 2024

Present: Fran Strauss, Jeannie Lennon, Michael Sheridan, Mark Gentner, Dennis McCulley, Kim Scott (treasurer), Alyssa Lee, Jimmy Reeves, Jo Ann Skinner, Kathy Gilcrist, Kathryn Waple (via Zoom)

Alyssa Lee did the reading for our Chalice Lighting.

Introduction of BOT members

Retirement Document: The responsible person for the retirement documents will be the Treasurer. Jimmy Reeves will work with Kim Scott to complete the paperwork.

Minister's Housing Allowance: The BOT approved a \$2,000 per month allowance as an estimate. We will reassess the amount in 3 months as we will have a more accurate understanding of Alyssa's needs at that time.

Model for Governance: Staff (currently Andrew, Holly, Kelly) report to the minister.

Committee Liaisons: Each BOT member will be named to a committee as a liaison. The purpose of the liaison is to report pertinent information/issues to the minister and to act as a link between the BOT and the committees.

Program Council: The purpose of the program council is to check for duplication of services and to communicate opportunities for collaboration between committees. Committee chairs will upload their minutes to Google Docs. This information will be shared with

members of the Program Council. It was agreed that CFM (Committee for Ministry) will run the Program Council meetings. The Vice President of the BOT (Currently Mark Gentner) will check with the committee chairs about their budget and create a report for the Treasurer.

Chalice Circles: There has been an interest in creating Chalice Circles. We had a discussion about how the groups can create deeper connections and engagement. Rev. Kelley will start the process.

Welcoming Congregation: Rev. Kelley is working on re-certification for our congregation. We will receive a poster From UUA that we will place prominently in the lobby. Hygiene products have been added to both restrooms. There is a need to upgrade our restrooms to be welcoming to non-binary and trans people.

Safety Committee: The Safety Committee is an umbrella for the Building and Grounds Committee, Religious Education, Safety Team, (more details are in the attached report)the Disability Group.)

The Building and Grounds Committee is looking to create a gathering area outside of Dobkin Hall. There is a wish for an area where children can play and adults can relax. There won't be any climbing areas nor will it be a DIY type play yard. Our insurance will cover this area. Jimmy will check in with Gary O'Connell. Jimmy will also set up a time with Bill Singleton and Michael Sheridan to do a tour of the property.

Beth Hanson is leading the Disability Rights & Accessibility Committee. They are looking into finding a temporary platform to

access the pulpit and an assessable front door. A suggestion was made to connect the group with the Building and Grounds Committee.

An Organization Chart with all of the committees and sub-committees is needed. There was a discussion about the streamlining of committees. It is necessary to make sure that there is no redundancy between committees and their responsibilities.

Committee for Ministry: This committee oversees the health of all ministries. They evaluate the ministries, the committees and BOT. They make recommendations where they see a need for improvement. A good example was their review of the committees. The resulting recommendation was to hold a Committee Fair. The fair took place in February 2024 and was highly successful. There are plans to have an annual fair.

After a vote was taken, the BOT will recommend Suzanna Walter as their appointee for the CFM.

The CFM requested to review Rev. Kelley and Rev. Allyssa during the upcoming year. The BOT determined that Rev. Allyssa needs more time to become acclimated before a review. Since Rev. Kelley reports to Rev. Allyssa, she will be reviewed by Rev. Allyssa, not CFM.

CFM has asked for a clarification about Rev. Kelley's role of Associate Minister versus her role as church member. Rev. Kelley is always a minister, both in the building and as a representative in the community. It is important to remember that Rev. Kelley should not be expected to volunteer in the church as she is a paid employee.

Social Justice Ministry: A discussion was held about some of the programs that UU Justice NC is sponsoring. The BOT is in support of

outreach efforts by our Social Justice Ministry, including efforts to aid the LGBTQ+ community.

The Long March for Unity & Justice, is a statewide movement powered by WE THE PEOPLE and will be held from Sept. 20-29. Participants will traverse NC, from Cullowhee to Wilmington. The BOT, as representative of the UUCWNC congregation, supports the covenant for the Long March. There is a need for folks to donate time and money for the Wilmington portion of the march. Our involvement is a good opportunity for outreach into the community. Michael Sheridan will ask the Share the Plate Committee if they can designate The Long March as a recipient of our STP collection.

Social Justice has spent 40% of their annual budget. They have requested additional money for stamps for postcards. The BOT voted to authorize an additional \$500 for the SJM's annual budget.

Long Range Planning/Visioning: There was a discussion of how we can move forward together into the future. While we will not start the process this year, we might want to hire a consultant to help us figure it out in the future.

The UUA provides a "Start Up" program for new ministers. Alyssa will find more information as it could also be helpful to bring in someone to help the Committee Chairs, BOT and ministers.

OWL Training: Alyssa is trained. Kathryn Waple is interested in training and Kelley should be asked.

Sexton: The BOT would like to hire a Sexton. Duties include security, taking out and bringing in the trash, keeping trash receptacles clean, handyman services and storm preparedness. During the tour with Bill Singleton, Jimmy will ask him about further needs for the church and grounds.

Securing the church is important. We need a new lock for the kitchen door, locks for classrooms and there is an issue with the front door.

A discussion was held about the feasibility of finding a service that might provide sexton services. Hiring a UU member was frowned upon because there could be hard feelings if there were issues. Jimmy will contact other churches in the Wilmington area to ask how they have found sextons or what type of service they use.

Capital Campaign: We will start brainstorming in 2025.

The BOT would like to see more programs that will bring kids, younger members and seniors together. An example is a game night for everyone.

Two Services: A congregant has requested that we go back to two services. We had a discussion which included creating a section in the church just for kids and buying smaller, lighter weight chairs for congregants. Jimmy will check with Gary O'Connell, chair of the Building and Grounds Committee. What are the costs? Can we try a few in Dobkin? The Interior Committee has a budget of \$2,000 but Building has no budget.

Member Engagement (MET) There appears to be a disconnect between the Welcome Desk, keeping track of visitors and engagement of new members. We discussed possible ideas but

feel it should be a role for MET. SJM has requested that MET add SJM as an interest group on the cards that visitors complete. Jimmy will be the liaison to MET and will address these subjects with them.

Unsung Hero: We have many members who work tirelessly for the good of the congregation. The BOT recommends that we include our unsung heroes in the Digest on a monthly basis.

Fundraising: Fundraising should be a part of GLT (Generous Life Team). Dennis McCulley and Kathy Gilcrist are heading it up. They plan to sell attraction books.

Mystery Theatre is coming up on Oct. 5.

Should we have another auction?

Meeting was ended at about 4pm with the extinguishing of the chalice.