

# Minutes

BOT meeting **in Person**

4:30 p.m. October 28, 2025

Attending: Jo-Ann Skinner, Kim Scott, Jimmy Reeves, Dennis McCulley, Dana Carpenter, Michael Sheridan, Twink Barr, Rev Alyssa Lee

- Light a candle/Opening words  
Rev Alyssa provided opening words.

- Check-in was not done

Jimmy Reeves volunteered to take the minutes

- Approval of Reports (Available on Google Drive):
  - Report from Alyssa
  - Statement of Condition and Statement of Activities
  - Board Minutes from 9/23/2025 meeting

Approved Without dissent

- Becki Schreiber, who stressed that she was only representing herself, addressed the Board to provide some insights about Board transparency. As President of the Board when Rev Cheryl decided to leave, her Board provided "Conversations with the Board" which gave congregants the chance to hear from and ask questions of three Board members. She suggested that this Board consider this or some other way to improve communication with the congregation, and she stressed that communication needs to occur in a timely fashion. She also suggested that we let congregants know that Rev Alyssa is on the board email thread. She thanked the Board for our service and left the meeting.
- Safety Committee:  
The Fire drill identified a problem. The teachers and kids were not notified. Concern was expressed about potential safety concerns identified in one of the Monday night

Safety sessions sponsored by UU Justice NC. One important and free resource would be to recruit ushers. They are needed to be in the lobby and Dobkin Hall during Sunday services to be sure the doors are locked 10 minutes after the start of the service. A peep hole is being installed in the Dobkin Hall exit door.

- Next, TR talked about the service he's planning here at the church. He will be inviting people to a serious and solemn "day of remembrance". Candles will be lit on behalf of those who have lost their lives. Rev Lisa has been contacted and appropriate precautions have been taken.

- Approval of Ad Hoc Committee: Committee for Organizational Structure

The committee consists of Sara Jarvis, Jo Ann Skinner, Kim Scott and Kathryn Waple. They have been working on organizing our committee structure to formalize and make transparent how they interact with each other and the Board. The committee is proposing a series of three after service meetings open to the congregation. The first session, tentatively scheduled for January, is to share and discuss the pastoral to programmatic migration the church is undergoing and the committee structure to support this transition. The next two sessions, planned for February and March will address the church's covenant and mission statement.

- Update on Disruptive Member Panel

Disruptive person panel Gary Barnes, Becki Schriber and Robin Middleton, met with the person. . On Nov 7, Gary Barnes, JoAnn Skinner and Rev. Alyssa will meet with her again. There was agreement that behavior needs to be inline with the church covenant with clear boundaries.

- Board Liaison Reports

Hospitality (Dennis)

Soup Sunday starting in November, Robin has it booked out. Dennis wants to fill in the gaps when we don't have big events just to get people together. He also suggested circle dinners and indicated that the Romeos and Juliettes play a big part of MET. He suggested that we invite a guest and pick up the check.

MET (Kathy Gilgrist)

has a great team, and are using Soul Matters to develop a newcomers class. It is an exciting group with lots of ideas.

Finance (Kim)

Looking at Banking institution for checking and savings, as well as where to hold Endowment funds because UUA admin services are weak so we're looking at alternative. There is ongoing work with IRS by Don Wood. IRS did not identify us as a small business, Don may have found a way to change our designation and fill out paperwork for our nonprofit status. May cost money. Nov 13 is the next finance committee meeting.

Social Justice (Michael)

Social Justice will be doing a service in January during MLK weekend featuring Kaleb Graves, who will be holding a workshop on what Congregations are doing about being visible in the community with our social justice work. He will also do the service on Sunday.

Concerns about maintaining insurance coverage were discussed. There is talk of UUA going into insurance business, but for now they will be supplying a list of backups. A meeting with Safety, the Board, Communications and RE is planned. Jimmy will talk to Steven about this meeting.

RE (Twink)

We have a lot of volunteers, and they are working on getting the same folks so kids get to know them. There is a kid's parade this week, and the kids will be making ornaments The RE committee is made up of Sylvia , Kathy, Alex and Twink.

CFM (Jo Ann)

The Committee fair was great, most groups were very pleased, and it was decided to do it again next year. Committee self-assessment is next on the agenda for them.

Next steps after Mondays, meeting with Safety committee and board members.

- Governance Policy Manual Review: 2.3, 3.1, 3.2, 3.3, 4.1 were done last month. Revisions have been made.
- A group of congregants, including Jeanette Kocher, Jennifer DeLong White, Beth Hansen, Jerry Winsett, Jefferson, Stacy Kitt and Peter Rawitch, were permitted to express their concerns regarding the resignation of Rev Kelley and indicated that they wanted more transparency from the Board.
- Clarifying Board Communication Boundaries (Executive Session concerning Personnel Matters) The Board had a lengthy discussion about concerns expressed by the visiting congregants and the advice provided by Past President Becki Schriber. It was decided that a "Conversation with the Board" series would begin this Sunday, Nov 2, Board members Jimmy Reeves, Jo Ann Skinner and Twink Barr would host this meeting.