

UUCW Board of Trustees Minutes

November 25, 2025

Attending: Mark Gentner, 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.

Minutes: Jo Ann Skinner volunteered to take the minutes

Approval of Reports *(Available on Google Drive):*

- Minister's Report
- Financial Statement of Condition and Statement of Activities for October
- Board Minutes from 10/28/2025 meeting with edits regarding the focus of the workshop which was offered by UU Social Justice NC. Michael to provide correct language.

The reports were approved unanimously following amendments to the minutes.

Board Liaison Reports:

Communications Committee - Jimmy reports that he is not sure what Naomi will charge for the website. We moved the site to Green Geeks, which is faster and cheaper. Committee approved draft of External Communications Policy (new). In the policy there is an opt-out request for people who do not want their photo in any external communication. There will be a link to the Opt Out Form on the church website as well as in announcement in the Digest.

Committee on Ministry -

Facilities: Jimmy plans to cut off spending in Building and Grounds until we get a better handle on finances. However, we will go ahead with tree trimming and removal as it is important for the safety of our members and renters.

Finance: Kim added to her written report stating that the start date of a new DRE in January helps us offset other expenses. Interior, Roxie Morrison, is pricing out the painting of the classrooms and we will

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collaborate with Jimmy to determine if we can move forward once pricing is known.

Share the Plate (STP) income is 20% below budget, the budget was based on last year's actuals. This could impact on total annual income by close to \$5,000 if the trend continues. STP reflects 13% of the church's income. The volunteers are committed to their mission to support the community through gifts to non-profits and do an excellent job of selecting nonprofit recipients. This trend deserves attention, and there are currently no plans to modify the program. In trying to identify what may be affecting the collections (attendance is same as late year for the first four months), it was recommended that we add a Board Liaison. Mark Gentner volunteered to be the liaison to STP.

Generous Life Team: Kim provided written report.

Hospitality Committee: Dennis reported \$293 in income for the first Soup Sunday. Expenses are under budget as volunteers are donating much of the needed supplies. Kim requested that even expenses donated be reported so the individuals receive credit for their contributions and the church will have a true picture of the costs to run the operation.

Membership Engagement Team (MET): Dana volunteered to be the Board Liaison to MET filling a vacancy. Kathy Gilcrist is the current chair of MET. They will use the Soul Matters curriculum for newcomers. MET is energized and are looking forward to offering a newcomer's class in January.

Personnel Committee: No report

Religious Education (RE) Committee: Twink provided a written report. An update was that Twink, Sylvia Quinn, and Rev. Alyssa will interview two candidates for DRE in early December. The plan is to start the new employee in January.

Safety Committee: Michael discussed the Risk Discernment Process from UU Justice NC and how it could be applied to events held at the church. Decisions need to be made on risk factors, how the event reflects UU values, and what guardrails are in place. With higher risk, announcements must be limited to trusted sources. That means no social media, no Digest announcements, and no posting on the website. Think before posting. Appropriate safety cautions need to be in place. It was agreed to include this process in a policy statement for Board review and

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approval at the December meeting. Michael will work with Kim on the proposed policy.

Social Justice: Michael reported that Siembra NC training was very well attended.

Special Events Committee: Dennis reported on plans for our Thanksgiving celebration later in the week.

Other Business:

- **Organziation Committee (ad-hoc):** The purpose of the committee is to take action to support our migration from a pastoral to programmatic model of governance. In support of this work, Kim will do a financial education session for the Program Council at their Dec 9, 2025, meeting. This will be like the BOT training last December.
- The **BOT President** will submit an **article to the UU Digest** after every board meeting.
- There was discussion re: **donation requests to support various nonprofits on Sundays**. The concern being we are not strategic in how we ask members/friends to support the larger community. We are currently collecting for STP, Mother Hubbard, winter coats, holiday note cards, Attraction books, and an angel tree. Often a request to conduct these activities goes to the minister. It was agreed that the Board should take the lead on this and Mark, as BOT president, volunteered to be the control point.

Policy Approvals:

- External Communications Policy(new)
- Governance Policy Manual Appendix A (Board Liaison) revision
- Expenditure Policy (new)

All three policies were reviewed, discussed, and unanimously approved.

Governance Policy Manual Review was not done.

Meeting adjourned.

Next BOT meeting will be held on **December 16, 2025**, which is a week early that routine due to the holidays.