

Unitarian Universalist Congregation of Wilmington

Board of Trustees Meeting Minutes APPROVED

4:30 p.m. March 24, 2026

Members Present: Mark Genter, Jo Ann Skinner, Twink Barr, Dana Carpenter, Jimmy Reeves, Kim Scott, Kathryn Waple, Michael Sheridan; Rev. Alyssa Lee

<https://us02web.zoom.us/j/81709924454?pwd=f5UYTuD8XLgNetLwLfpkQVyHhFa49F.1>

Material for Board meeting can be found in our Google Shared Drive: **Board of Trustees/ Monthly Reports**

<https://drive.google.com/drive/folders/1Z8I7VLIohv1TN-IhUEh44mhonHR5hwu->

1. Welcome and Chalice Lighting Called to order 4:36PM
 - a. Alyssa read from Transforming Conflict chapter 3
2. Check Ins

Consent Agenda – Approval of Reports

- Monthly Report from Rev Alyssa
- [February Statement of Financial Position and Statement of Activities Reports](#)
 - [Statement of Financial Position](#)
 - [Statement of Activities](#)
- [Board Minutes of 2/24/2026 meeting](#)
- [DRE Report](#)
 - Brandie will submit her report on RE and Twink will no longer submit reports on behalf of RE.
- Dana motions we accept the consent agenda
- Jo Ann seconds
 - All in favor - unanimous

Board Liaison Reports - (Only need to discuss if there are questions about the submitted reports)

- [Communications Committee](#) — Jimmy Reeves
- [Committee for Ministry](#) — Jo Ann Skinner

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- [Facilities: Building and Grounds Committee](#), Green Sanctuary, Interior Committee, Long Range Building Planning Team — Jimmy Reeves
 - [Finance Committee — Kim Scott](#)
 - [Generous Life Team — Kim Scott](#)
 - [Hospitality Committee](#) — Dennis McCulley
 - Membership Engagement Team — Dana Carpenter
 - Dana had called all of the newcomers, and they seemed to really like the phone call outreach.
 - Personnel Committee – Mark Gentner
 - Religious Education Committee – Twink Barr
 - Safety Committee — Michael Sheridan
 - [Social Justice Ministry — Michael Sheridan](#)
 - [Work Permit Public Comment](#)
 - [NC Interfaith Statement](#)
 - Rev. Alyssa will sign it on her own behalf, and if the Board approves can also sign it on our behalf of the congregation.
 - Dana Motions, Mark seconds and board voted unanimously
 - We support this statement because it aligns with our UU Values
 - Special Events Committee — Dennis McCulley
3. Pledge Drive - Update
 - a. President's Letter has gone out
 - b. Key talking points are hiring Holly full time starting in Jan 2027 and increasing Andrew's hours
 - c. The Board is committed to getting their pledges in before Sunday.
 4. Listening Campaign - update
 - a. There is a form in progress that will help us analyze the data
 5. Update on Pastoral Care Plan- update

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- a. Rev. Alyssa would like to work with the Committee to develop a policy and a process
 - b. We need a common definition of pastoral care.
 - c. Rev. Alyssa will bring more information on these things to the May meeting.
6. Nominating Committee - Update
- a. Currently have 2 members for the Nominating Committee, need one more per the bylaws.
 - b. We have 3 potential candidates for the open board positions.
 - c. No candidate for Treasurer
7. Mission and Covenant- Update/next steps
- a. Dana's committee drafted an updated Mission Statement for review and discussion.
 - b. The Board is going to host a post-service congregational conversation about the previous version and proposed draft of the Mission in May 2026.
 - c. Covenant is going to plan a timeline for a longer process that involves cottage meetings of congregants and start in May.
 - d. Update as of 4/28/26 - Going to slow down the process and not rush to get a vote in before June 7th; going to pick up this work by the Fall.
8. Proposed Bylaw Addition - Intro/discussion/action items
- a. Finance is working on the housekeeping of getting our status with the IRS updated and part of the application process involves adding some items to our bylaws. There are three proposed bylaw changes that are included in the Monthly Reports shared folder.
 - b. [Tax Exempt Purpose Clause](#)
 - c. [Conflict of Interest](#)
 - d. [Dissolution Clause](#)
 - i. Board moved and approved the addition of the clauses in the annual meeting vote.
9. Board Led Service April 12th - Update/discussion/action items
- a. Jimmy is coordinating.
 - b. It would be great if each board member participated in some aspect of the service
10. [Draft Ministers Monthly Reporting Memo](#)(as follow up to the January Board discussion, Monthly Reports shared folder) - Review and discussion
- a. Discuss the pastoral care
 - b. Differentiation between monthly, quarterly and annual reporting items

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- c. There is data in ICON that tracks when someone signs in and not all visitors sign up and it doesn't track repeat visitors.
- 11. Policy Review -Update/discussion
 - a. Leadership level (Board and Minister) discussion of developing more effective policy.
 - i. Keep working on the policy as chunks
 - ii. Keep the ones that will keep moving forward
 - iii. Look at doing the bigger discussion about the policy work at the retreat.
 - b. 4.3 Supporting Outside Organizations
 - c. 2.4 Board Duties and Responsibilities (supposed to be reviewed in February, Oops!)
 - i. Twink motions keep 4.3 as is and 2.4 accepted with changes.
 - ii. Jimmy seconds
 - iii. Ayes- unanimous
- 12. Book Discussion - Chapters 2 and 3
 - a. Please be prepared to share briefly a takeaway or response to one of the discussion questions at the end of either chapter
- 13. Jimmy motions we adjourn
 - a. Kim seconds
 - b. Meeting adjourned 6:41 PM