

	<p>Minutes for the Board Meeting of Tennessee Valley Unitarian Universalist Church</p>	<p>Tuesday, Feb 18, 2025 APPROVED</p>
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Attendees (virtual attendance marked with *):

- Board Members – Heather Kistner, Maddie Kulpa, Steve Drevik*, Noel Arring, Rob Bray*, Mebbie Jackson*, Roy Kersey
- Ex-Officio Members – Catherine Farmer-Loya, Barbara Lamm, Carol Villaverde
- Guests – AB Coleman, Denise Coleman*, Rich Davis, Miriam Davis, Ryan McBee, Eddie Chin, Carolyn Rogers, Mary Rogge

Meeting chaired by Board President Heather Kistner

Minutes recorded and submitted by Board Secretary Maddie Kulpa

Opening Words read at 6:04 pm

Congregational Comment

- The current Auction co-chairs will be attending next month to discuss “passing the baton.”
- Rich asked about reviving a newsletter column or some other form of communication from the Board to the congregation.
- Lynn asked for the South Knox Pride event on Sat June 21 to be mentioned, so that the Board can start thinking about it.

Announcements & Updates

- Housekeeping: BMOD signups are falling behind
- Chili Dinner – Sat Feb 22 (Heather)
 - signup genius has been sent out, paper products will be needed if dishwashers aren’t available, cashbox will be handled by Heather
- Communication Teams report (Noël)
 - the recommendations from the Communications Volunteer Team was presented and discussed. An abbreviated version will be presented at the Congregational meeting, and the full report shared with the congregation. Next steps will be determined for implementation.

- Community Garden named changed to “TVUUC Backyard Garden” was a suggestion made by Barbara, and she asked if there are any Board objections. None were expressed.

Consent Agenda - Maddie

- Minutes from January
- **Approval of the January minutes was moved by Roy and seconded by Heather. Passed unanimously, no negatives, no abstentions.**

Finance Report – Steve

- YTD and Dec numbers, we are ahead on pledges and are hoping that a surplus continues.
- Numbers may change with new DFO insurance costs; medical coverage costs will be reviewed collaboratively with Personnel, and an alternative might save some money.
- Expenses are as expected so far.
- Steve is sending out a budget request form, wanting answers by mid-March to prepare for next year’s budget.
- Heather states that members of the Finance Committee are available to meeting with departments during the budget process.
- For the congregational meeting, Steve will present summary slides for a mid-year check in, and will provide paper copies of more detailed information.

Security Concerns – Barbara

- Barbara and others are concerned about security; specifically safety of people inside the building. Based on the church’s history, she would request that we be more vigilant than other churches might consider; sextons are not trained in emergency response.
- AB responded that Strategic Planning is recommending a Security Team; there is a leader and members being recruited and it will be announced at the Congregational Meeting.
- Carolyn shared anecdotes about other congregations and their plans, and will share with the SPC. Miriam shared her concern about physical safety during the week.
- Heather recommended that the Mgm’t Team talk about immediate first steps while the Security is being formed. Mary suggested some training be made available to leaders and congregation members.

Board Committee Rosters – Heather

- Heather is going to committee chairs/co-chairs to submit rosters before the March Board meeting so that rosters can be approved and MS Teams can be updated before the Reboot with Natalie.
- Ryan asked about term limits, after discussion it was agreed that those are determined by charters, which will be addressed with UUA.

Hiring Policy for approval – Personnel

- The proposed policy was discussed, and will continue to be discussed. This item will be tabled until next month's meeting to allow more time for review.

Reboot Session Scheduling – Maddie

- Best choices for dates were selected by the Management Team and Officers, and sent to Natalie with the UUA. Sunday March 23 was chosen.
- Natalie will be sending a proposed agenda and will continue compiled confidential statements into a summarized report.
- A summary of the reboot process was provided for guests: a representative from the UUA is going to come in and help the Board, Personnel Committee, and Management Team work through some internal conflicts. The rep will then work with us to reestablish our relationships with each other in light of the bylaw changes and governance restructure.

Congregational Meeting Plans – Heather

- Will start at 12:30
- Still need to organize refreshments, submit voting instructions and Zoom link, schedule a run-through, update proxy voting instructions, sign-in table.
- AB has scheduled a run-through for 2pm Friday for tech setup. He will also ask Mark M. if he's available to monitor the Zoom.
- Carolyn and the Spiritual Care Team have been discussing rumors about "someone trying to fire Chris" and they have been advising people asking questions that this is a communication issue that is being resolved. Carolyn recommends that the Board make a statement to clarify what is going on to counter the rumors. Heather agreed that she would draft a statement and send it to the rest of the Board for review.

Closing Words read at 8:35 pm