

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

- Board Members – Heather Kistner, Eddie Chin, Maddie Kulpa, Steve Drevik*, Noel Arring*, Rob Bray, Mebbie Jackson*, Roy Kersey, Devon Miller*
- Ex-Officio Members – Chris Buice, Claudia Pressley, Catherine Farmer-Loya, David Asbury*, Barbara Lamm, Carol Villaverde
- Guests – Ryan McBee, Mary Rogge, AB Coleman*, Carolyn Rogers

Meeting chaired by Board President Heather Kistner

Minutes recorded and submitted by Board Secretary Maddie Kulpa

Opening Words – Maddie - 6pm

Congregational Comment

- Diane Fox and Lilian Mashburn advised the Board they are stepping off the Auction committee after several years of asking for help, along with the rest of the current committee. Ory and Sarah Weaver have offered to run the committee moving forward, but they will need help; preferably a younger generation who is able to run the Auction online.
 - Claudia suggested that they be recognized at the congregational meeting in June. Carol asked to clarify how the team will be formed; Ryan stated that the committee is a standing team under the Leadership Team. Noel asked if it shouldn't fit under Finance; Claudia stated that FC handles the numbers, but Leadership Team typically helps develop the membership of the committee.

Housekeeping

- GA delegates
 - We have not previously had a policy in place, to determine who would represent TVUUC and how much costs would be involved.
 - Claudia drafted a sample policy, and it will be distributed for a vote by email after the meeting. March 31st is the early registration deadline; \$410 is the full participation cost, \$150 is the business only cost. Registration during April 1-May 15th is \$475 for full participation. Emerging adults (18-24) have reduced rates.

- *Policy approved via email on 03/25/2025 and uploaded to online governance manual.*
- UUA Institute Strategic Board training update
 - No one stated any issues with the training. Catherine suggested that we utilize this training for incoming board members.
- Hope for Us – update and meeting details
 - Maddie will be sending an email to the Board and other leaders with details of the upcoming meeting, and the changes from the Reboot that was originally scheduled.
- Right Relations Team formation
 - Carolyn and Kathy are working to form a Right Relations team. The team will be lay leaders trained following UUA guidelines, and following advice from Natalie Briscoe (SR Lead with UUA). Their goal is to have a charter ready for the Board to review by the April meeting.
 - Carolyn explained her separate roles as a spiritual care presence, and her upcoming work with Right Relations.
 - The aim of the team would be to help the congregation understand how to function within our covenant, and Carolyn and Kathy will be meeting with Chris before he leaves for his sabbatical.
 - Catherine pointed out that the current Safe Congregations policy might need to be modified to accommodate this new team.
- Congregational Meeting date – 2nd Sunday - June 8
 - AB Coleman will not be available for that date
- Bylaws question – Secretary term limits?
 - Maddie will draft a motion to update the bylaws to clarify re-electability for the Secretary position to mirror the President/VP position
- Approve Minutes from Feb
 - **Approval of the minutes from February’s meeting was moved by Rob and seconded by Heather.**
Passed unanimously, no negatives, no abstentions.

Budget/Finance Update - Steve

- January pledge numbers have fallen off, but that is expected due to the time of year and the budget for pledges is still ahead for the year. There have been some unexpected expenses in Building & Grounds, and a 3-payroll month, but otherwise normal expenses.

- Projected budget expected by the May meeting, and the FC is still working to gather budget requests from programs and committees.
- Steve heard suggests about a new line item for Board expenses; this might include funds for trainings, congregational meetings, etc.
 - Carol asked about funding for GA delegates; Claudia advised that it has previously been combined with Leadership Development/Conferences, along with funding for other UUA conferences. Input could be given during the budget review process.

Personnel Committee Update - Ryan

- DFO search committee has started meeting; a job description is being drafted and will be submitted to the Board for final approval (estimated by mid-April).
- Hiring policy approval needs a small modification, Ryan will send that out once it's edited, and the Board can vote to approve via email.

Board Committee rosters and charters – Maddie

- Draft charters and rosters have been submitted by Board Committees, and these were reviewed and discussed. The need for various ex-officio and staff positions on committees was discussed at length
- Approval of rosters has been tabled for further review online.
- Approval of charters has been tabled for another time.
- Ryan suggested that we need a policy defining rules for sub-contractors. Claudia advised that we do have a sub-policy that an hourly, non-professional position (sexton, nursery, musician, etc) would not conflict with Board duties.
- A need for a conflict of interest policy was expressed; Ryan will review.
 - *An existing policy from Dec 2020 was located after the meeting and uploaded to the online governance manual.*

Standing Teams update – Heather/AB

- AB sent an email to the people who have expressed interest in the Security Team. The Management Team asked to be involved in the formation process, and the meeting will be scheduled soon. Building Safety / Sunday morning will be the initial focus.
- Management Team is also getting involved in the formation of the Communications Standing Team.

Closing Words - Maddie