

	<p>Minutes for the Board Meeting of Tennessee Valley Unitarian Universalist Church</p>	<p>Tuesday, August 19, 2025 APPROVED</p>
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Attendees (virtual attendance marked with *):

- Board Members – Maddie Kulpa, Lynn Hixson, Steve Drevik*, Noël Arring, Roy Kersey, Bella Thomas-Wilson*, Ed Mohundro
- Ex-Officio Members – Chris Buice, Catherine Farmer-Loya, Barbara Lamm, Carol Villaverde*
- Guests –Ryan McBee, Neil Greenberg, Kathy Greenberg, Carolyn Rogers, Elnora Willimas, Michael Miller, Ted Jones*

Meeting chaired by Board President Maddie Kulpa Minutes recorded and submitted by Noël Arring

Maddie Kulpa offered reflective opening words centered on community, courage, and transformation. The chalice was lit to begin the meeting.

Announcements –Maddie

- Bulletin Board Governance—the Board will take over the digital bulletin board behind the bell in the hallway. Content was discussed and is planned to include meeting schedules, Board contact info, and QR codes for minutes. Suggestions requested for additional content and update procedures. Display will likely use PowerPoint via tablet or Chromecast.
- Auction Assistance—Maddie reached out to Ori Weaver regarding support for the online auction. Ori may explore alternate hosting platforms. Lillian Mashburn is willing to assist but prefers a reduced role. Follow-up pending Ori’s availability.
- Security Team Update—AB reported difficulty in convening interested members. Management Team is now overseeing the Security Team. Claudia has a list of interested individuals and access to resources.
- Hope For Us/Conflict Resolution— Maddie and Lynn met with Connie Goodbread (UUA’s Hope for Us). Connie advised focusing communication on healing and rebuilding, not past conflicts. The Board is encouraged to maintain consistent messaging including support for staff and management team, upholding bylaws and commitment to rebuilding our relationship. Maddie will share sample responses via Teams/email.

Congregational Comment

- No comments offered by guests.

Consent Agenda - Maddie

- Approval of June 2025 Board Meeting Minutes was moved by Maddie and seconded by Ed. Motioned passed unanimously.

Communications Team Opt-Out Realm Discussion – Barbara Lamm & Michael Miller

Realm Directory Rollout

- Opt-out of the Realm Directory Launch is planned for September. September 1 an announcement to the congregation to edit their information. They will have until October to opt-out of being in the directory.
- Planned communication includes:
 - Website, Facebook, Newsletter, Order of Service
 - Pulpit announcements and interactive lobby stations
- Clarification: Use “Realm Connect” branding for congregational users
- The Board supported request for digital monitor promotion ***Newsletter Improvements***
- Barbara started sending out weekly reminders to program committee members which has resulted in increased submissions.
- Different layouts are being explored but limited by Constant Contact □ Limitations noted:
 - No internal anchor links due to security
 - Scroll-heavy format □ Suggestions:
 - Prioritize content based on impact
 - Publish clear submission deadlines
 - Explore alternative platforms for future flexibility

Right Relations Team (RRT) Update (10 mins) - Kathy Greenberg and Carolyn Rogers

Team Composition

- Members: Kathy, Carolyn, Elnora Williams, Patsy Farmer, Barbara Taylor
- Training underway via UUA’s “Tending Covenant” program ***Purpose & Philosophy***
- Covenant as a roadmap for navigating conflict
- Emphasis on building beloved community and right relationships □ Distinction between Right Relations and Spiritual Care teams:

- Right Relations: Conflict coaching and facilitation ○
Spiritual Care: Compassionate listening and presence

Activities & Next Steps

- One-on-one and small group support
- Upcoming educational offerings in collaboration with Beloved Community
- Listening circles and covenant education planned
- Request to be recognized as a Board Committee ○ Board agreed to include Right Relations Team as a Board Committee. This is in alignment with the current by-laws but is planned to be officially named when the by-laws are revised.

Board Committee Roster and Reports Discussion (10 mins) – Maddie

Rosters/Liaisons

- Board Committees asked to finalize rosters by September
- Board liaisons assigned or pending for each committee
- Ed agreed to be the worship committee representative
- Endowment fund committee board rep was discussed and will be either Steve or Rev Chris.
- Stewardship committee liaison was discussed. Steve or Rob were considered with more follow-up needed. ***Charters***
- Revisions needed to clarify decision-making language ○ Recommendation: Replace “consensus” with “agreement” or “majority vote”
- All charters to be finalized and approved by October
- Program Council charter reviewed; minor edit suggested with a request to move the program council co-chairs act as Ex-Officio on the Board to the responsibilities section.

Reporting Procedures

- Quarterly reports proposed for Board Committees on a rotating basis with a brief template
- Management Team will propose recommendations for their reporting timeframe. □ Template and schedule to be shared via email and Teams

Consent Agenda Process--Maddie

- Board agreed to adopt a consent agenda format
- Reports and routine approvals will be bundled unless pulled for discussion
- Requires timely submission and Board member review

Budget Update (10 mins) – Steve

- FY2024–25 ended with a \$30,000 deficit ○ Causes: Shortfall in pledges, overages in health insurance and building repairs □ FY2025–26 projected deficit: \$21,000 (assuming no DFO health insurance) □ Urgent need for financial strategy:

- Possible service reductions or staffing changes
 - Exploration of new revenue sources
- Strategic Planning Team engaging Stewardship for Us consultant who will conduct a financial wellness check.
 - Consultant fee covered by Endowment Fund
 - Potential for virtual or in-person engagement

DFO update- Ryan McBee

- 27 applicants received; 3 finalists identified
- One candidate withdrew; interviews ongoing
- Recommendation to Management Team expected within 7 days

Review Orientation Materials (15 mins) – Maddie

- Board members asked to complete Module 1 of UUA training by September meeting □
Future modules to be completed monthly

Closing Words (5 mins) – Maddie

- Maddie offered closing reflections on peace, community, and the ongoing work of love and justice.

Meeting adjourned at 8:08 p.m.