

	<p style="text-align: center;">Minutes for the Board Meeting of Tennessee Valley Unitarian Universalist Church</p>	<p style="text-align: center;">Tuesday, Jan 20, 2026 APPROVED</p>
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Attendees (virtual attendance marked with *):

- Board Members – Maddie Kulpa*, Lynn Hixson*, Devon Alley*, Steve Drevik*, Rob Richardson*, Roy Kersey*, Ed Mohundro*
- Ex-Officio Members – Chris Buice*, Gillian Denham Jones*, Catherine Farmer Loya*, Carol Villaverde*, David Asbury*
- Guests - Mary Rogge*, Ted Jones*, Ryan McBee*, Bob Grimac*

Meeting chaired by Board President Maddie Kulpa. Minutes recorded and submitted by Secretary Devon Alley.

1. Chalice Lighting & Opening

- Meeting opened at 6:06pm by Devon Alley, who led the chalice lighting.
- Maddie thanked board members for flexibility in moving online due to a room conflict.

2. Announcements & Immediate Updates

- **Inclement Weather Policy Review**
 - Upcoming severe weather prompted discussion.
 - Key reminders:
 - **Staff** determine whether the building is safe to open.
 - Board can provide input but **should not** make unilateral announcements.
 - Confusion last year was due to **unofficial social media posts**.
 - Action items:
 - Gillian is preparing a reminder communication outlining procedures.
 - Volunteers needed to **monitor Facebook** for misinformation.
 - A pre-emptive post clarifying who makes closure decisions may be helpful.

3. Stewardship Campaign Launch and Update with Pledge Cards – Ted Jones

- Campaign Elements:
 - Printed brochure & pledge card mailed to member households.

- Digital version via email, plus Facebook posts and announcements.
- Campaign runs **Feb 1 – Mar 1**, ending with an all-congregation lunch.
- Weekly testimonials; preference is to include them during announcements.
- Board Responsibilities:
 - Board members are encouraged to **submit pledges early**, even if the amount is unchanged.
 - Goal this year is **100% participation**, not a specific dollar amount.
- Looking Ahead
 - Consultant Sara Green will likely recommend a **face-to-face stewardship campaign** next year.
 - Discussion of fundraising vision:
 - A possible “new and shiny” funding focus could be a **half-time Associate Minister for Community Outreach**.
 - Board may need to collaborate with Strategic Planning and other committees to discern priorities.

3. Congregational Comment

- No additional business was raised by congregants.

4. Consent Agenda

- The following items were presented as part of the consent agenda:
 - December Minutes
 - Financial Report
 - Management Team Report
- Maddie moved to approve the consent agenda as presented. Steve seconded. The vote was approved unanimously.

5. Emergency Shelter Request – Discussion with Bob Grimac

- Bob requested permission to use the church building as **temporary emergency shelter** (up to ~6 hours) for residents of a nearby trailer park if an ICE raid prevents them from returning home.
- Board Feedback & Concerns:
 - Strong desire to support vulnerable neighbors **in alignment with UU values**.
 - Need clarity on:
 - Number of potential individuals
 - Safety & liability for staff and building users
 - Process if building is closed

- Whether this is only for people Bob personally knows
 - Recommendation that a **risk assessment** and **coordinated plan** must precede any formal approval.
- Action Items:
 - **Chris, Carol, and Polly Murphy** will meet with Bob to explore logistics and partnerships (e.g., AKIN).
 - Board will formalize a process after gathering more information.
 - Maddie will follow up with Bob explaining next steps.

6. Personnel Committee Update – Ryan McBee

- Committee being re-formed after a long hiatus.
- Proposed members (pending confirmation): Ryan, Neil Greenberg, Board President (Maddie), plus 3 additional volunteers.
- Primary goals for 2026:
 - Update all staff job descriptions and align them with UUA salary guidelines.
 - Establish evaluation processes for staff supervised directly by the Board:
 - Director of Music,
 - Director of Religious Exploration,
 - Director of Finance & Operations,
 - Senior Minister.
- Meetings will move to **evenings** and be held remotely.

7. Chili Dinner (Feb 7) - Planning

- Annual Board-hosted event; ~50 attendees expected.
- Half the tickets were sold during the auction.
- Because the board is smaller than in previous years, **full participation** is needed.
- Roles we need:
 - Setup (tables, chairs, tableware)
 - Dishwasher & kitchen runner
 - Meal check-in / cash handling (may be handled by a Sexton)
 - Chili contributions (multiple varieties)
 - Sides, salads, desserts
 - Beverage prep
 - Game coordination
- Items we need:
 - Chilis!
 - Toppings
 - Cornbread

- Desserts
- Equipment
- Notes:
 - Prefer contributors take their own crockpots home **unwashed** to minimize cleanup.
 - Sexton will likely be scheduled 5–8 PM.
 - A SignUpGenius will be sent out.

8. Auction Item: Reserved Parking Spot

- Winner: Chris Volk.
- Chris Buice will contact Claudia about updating the metal sign.
 - Claudia communicated that Allen Sign on Chapman Highway is the place to go for the special parking place sign.

9. Rummage Sale Planning (April 18)

- One of TVUUC's most significant fundraisers (≈ **\$11,000** last year).
- Critical need: **one or two co-coordinators**.
- Leslie (last year's coordinator) will not lead again but can consult.
- Options Discussed:
 - Roy will attempt to recruit a small **team** from the congregation.
 - If unsuccessful, consider:
 - Paid external coordinator
 - Modified or partial sale
 - Online-based sale for large items (concerns noted about small-item revenue)
- Action: Roy will explore interest and report back within a week.

10. Congregational Meeting Debrief

- Hybrid setup via Live Control worked well; minimal printed materials needed.
- Time-limited presentations (5 minutes) were effective.
- Suggestion to improve food labeling for dietary needs.
- Consider reviewing **Robert's Rules** usage; current bylaw language is confusing and not fully aligned with practice.
 - Maddie may invite Jeff Kovac to educate the board before the June meeting.
- Need to explore online voting to support in-person and virtual participation while preserving anonymity.
- Maddie is composing a document on how to run a congregational meeting.

11. Consultant Weekend (Sara Green) -- Reflections:

- Overall positive experience; valuable insights anticipated in formal report.
- Some noted congregational fatigue due to her presentation occurring at the end of the meeting.
- Once the report arrives:
 - Board and Management Team will privately review first.
 - Follow-up meeting may be scheduled to determine dissemination and next steps.

12. Brief Return to Shelter Proposal (Bob Grimac):

- Maddie summarized board direction for Bob.
- Bob agreed to meet with Carol, Chris, and Polly for planning.

13. Closing Words

- Meeting adjourned at 7:41pm.

Respectfully submitted,
Devon Alley, Board Secretary