

TVUUC BOARD MEETING MINUTES

Date: October 20, 2013

Members Present:

Chloie Airoldi-Watters
Heather Finney
John Mashburn

Maureen McBride
Lance McCold
Kenneth Moffett

Alan Moore
Dick Trowbridge

Members Absent:

Chris Buice
Lamar Gibson

Mary Jo Holden
Tom O'Connor

Linda Randolph
Melissa Reed

Guests Present:

None

1. Opening Words

- Alan Moore called the meeting to order at 1 pm and offered opening words.

2. Check-in

- Members were asked how they feel about the Board's work at this time. Some members offered comments via email in advance of the meeting, including:
 - A sense that a significant amount of work has been transferred to Rev. Chris Buice, and with the Senior Minister shouldering roles of both ministry and chief-of-staff.
 - A concern that the congregation at large does not understand the way we are trying to do business.
 - A concern that volunteer committee members will not learn the charter and policy documents and follow them.
 - Suggestions for improvements to ongoing information on the website and for revised format for goals and objectives and other documents were offered.
- Observations during the meeting included:
 - Concerns about a lot of time spent on policy.
 - Problems when things need to get done in a hurry.
 - Concern with "heaping stuff on the front office."
 - A note that it is normal for a chief pastor to be busy with business, and needs to be the clear point person in a church organization; that Chris delegates work where appropriate.
 - A note that the Board is focusing on what you would expect it to.
 - An opinion that there are "too many goals" and a need to focus.
 - Policies are a great improvement to "making things up as we go along," and are helpful in dealing with sensitive matters.

- Those in the Program Council are getting used to their new freedom of roles.

3. Approval of Minutes from June Meeting

- Minutes for the Board meeting of September 15, 2013, were approved as submitted by the secretary.

4. Additions-changes to Agenda

- It was noted that Ada Falls want to be on the Board this year as the high school representative.
- Discussion of Social Justice Collaborative
 - Later in the meeting Lance brought up the Collaborative proposal by Laura Bogle, the goal being a TN-wide committee of UU entities. It was noted that we have a social justice cluster in the Program Council. No action was taken. Lance will take this up with the Program Council.

5. Consent agenda

- There were no items on the consent agenda.

ITEMS FOR DISCUSSION

6. Finance Report

- Treasurer Maureen McBride distributed an Operating Budget Summary for TVUUC covering financial performance through September 30, 2013.
- It was agree that the Board need not know a lot of detail about finances as long as we are responsible in our role of oversight and the Treasurer is on the Board and involved.
- The annual budget cycle begins next month.
- Regarding the Endowment Fund, a Quarterly statement from UUA indicates assets of \$314,000; Maureen expressed concern about the number of tiny subfund amounts.

7. Confidentiality Agreement

- New members were reminded of the importance of this agreement.

8. Goals and Objectives for 2014-15

- Supplementing the Goals and Objectives document which is available online, a short form list was made available. Comments included:
 - The Strategic Planning Committee will study this and prioritizing is desired.
 - Alan wishes to revisit the Expansion Task Force.
 - Heather noted that ongoing contracts (HVAC, trash, etc.) are systematically renegotiated.

- Lance wished for more expression of a “central purpose.” Dick similarly expressed a need for a few “overarching goals.”
- Alan noted that “ministries” are first among equals of the three categories of the goals/objectives, the others being programs and foundations.
- Alan proposed, though he noted others may disagree, that the ultimate goal is “to spread the mission of TVUUC and the message of Unitarian Universalism”
- Heather proposed a goal of “a more loving and compassionate atmosphere.”
- Maureen and Ken separately expressed the thought of a few major goal categories that might subsume the numerous present goals.
- Lance proposed the goals be structured to answer the “how” and “why” for each.
- Alan noted, regarding the goal of restructuring the Program Council, that one issue is they see themselves as coordinators rather than leaders.
- Lance asked for clarification as to the job of the Board re the goals; the response was that the Board and other church entities suggest the goals and give them to the Strategic Planning Committee, which then returns their recommendations to the Board for final approval.
- Maureen advocated a focused, prioritized, mission-driven goal structure that iteratively advances via the interchange with the SPC.
- It was noted that these goals determine the focuses of the Board’s meetings for the year, in terms of the categories of monitoring.
- Maureen returned to a comment suggesting that the income from the Auction and other fund-raiser events be excluded from the budget. It had been noted that undue pressure has been put on these efforts to support the church’s budget. One thought would be to incrementally reduce the budget’s dependence on these projects. Maureen stated she would work with Heather on this Goal.

9. Revised Social Media Policy

- The revised draft policy document having been distributed in advance, with the change of the term “Executive Team” to “Director of Administration,” a motion to approve the Policy was made, seconded and carried.

10. Script for BMOD change

- A revised script had been distributed in advance. There was discussion of the pros and cons of asking for recognition of visitors, especially as regards the distinction between UU visitors and others who may be visiting.
- It was noted that the visitor’s table needs to be set up more systematically.

11. Appoint Endowment Committee Member

- Pending confirmation by Alan, Heather Dodge having committed to join the EC, a motion to approve was made, seconded and carried.

12. Appoint Nominating Committee Person

- Item postponed.

13. New Board member

- A new member is needed, as Melissa Reed will be reluctantly leaving the Board due to her recent status as a staff member.
- Possible candidates mentioned were Stephanie Seay and Mary Rogge. Alan will inquire. Per the Bylaws, the new member will serve until the next annual meeting.

14. Intern

- Heather noted a new intern partnering from Meadville Lombard Chicago is here in Knoxville and can make a three year commitment, and that there is no financial obligation as yet. The Board is not involved at this time; this is an arrangement between the intern and Chris.

15. BMOD Signup

- Members were asked to review the BMOD dates and sign up.

16. Announcements

- Pertinent upcoming events were noted.

17. Likes and what we could improve on

- The free give and take of the meeting was liked and a lack of focus was noted.

18. Closing words for next meeting

- Mary Jo will deliver closing words for the next meeting.

19. Closing words

- Alan offered closing words.
- The meeting was adjourned at 3:25 pm.
- Next meeting: November 17, 2013

Respectfully submitted,

Kenneth M. Moffett, Secretary
October 23, 2013