

TVUUC BOARD ZOOM MEETING of 10/10/2020
MINUTES

President Matthew Blondell called the meeting to order at 6:35 pm.

Present (alphabetically):

Matthew Blondell, Chris Buice (joined later), Eddie Chin, Denise Coleman, Heather Kistner, Viren Lalka, Ryan McBee, Jeff Mellor, Claudia Pressley, Linda Randolph, Alice Woody.

CONSENT AGENDA

1. Minutes of 9-15-20 meeting. **Alice moved, Denise second approval. Unanimous.**

2. Changes to Strategic Planning Committee Charter. **Ryan moved, Alice seconded approval of charter with one typo correction. Unanimous.**

DISCUSSION AGENDA

1. Matthew called members' attention to Endowment Committee's request that all Board members make an Endowment contribution.

2. **Financials.** Viren and Claudia reviewed the two major financial obligations the Church has undergone.

1) The Small Business Administration (SBA) low-interest loan for \$150k has been approved and the Church has received this funding. The money is for capital improvement projects, particularly those related to improvements in response to the COVID pandemic, e.g. roof repairs (probably the largest expenditure), air filtration and exhaust systems, touchless doors, faucets, toilets, PA emergency warning system. Because these funds are a loan, we must repay them, but the payment start date will be well into next year. These projects have been classified into short, medium and long-term projects and put on an Excel spreadsheet. Viren emphasized that his spreadsheet was intended to be clear and understandable to financial non-experts. Board Members were encouraged to email Viren to request a copy of this spreadsheet.

2) Claudia reviewed the Paycheck Protection Program, the \$71k funds of which are forgivable. She has spoken with an official at Home Federal about the application form to be filled out for loan forgiveness that is not yet available. The application needs to be filled within 10 months of July 20, 2020, the date of our first expenditure of these funds.

3. The committee making progress on the **Conflict of Interest Policy** requested postponement of Board discussion on this policy until next month when their proposals will have taken more final form.

4a. **Search Committee for new Choir Director.** Linda initiated the discussion with the recommendation from the Personnel Committee that the Board reactivate the Music Committee to define the music needs of the congregation, refine the Music Director job description, and, as appropriate, form a search committee or consider term contract positions for the duration of COVID building closure.

Among the issues to be considered:

- 1) Name and Charge of the committee,
- 2) Persons initially to be considered for the committee,
- 3) Short-term action the committee should undertake.

After extensive discussion, the consensus was that it should be called a **Music Committee** because it will involve issues beyond the choir alone, e.g. instrumental music, online or electronic presentations, to name two aspects to consider.

Further discussion identified Ginna Mashburn and Will Dunklin to be central figures in developing a needs assessment, search process and approach to an unnamed candidate of potential interest currently working as a music director in a local Catholic parish. Whether this person might be available for short or long term is not known, as is his interest in becoming a candidate in the long-term search.

Denise moved, Eddie seconded a motion to

a) appoint Gina Mashburn and Will Dunklin to form a core Committee with the charge of:

i) expanding the committee membership appropriately to continue its work sensibly,

ii) develop a needs assessment and profile for a search for a new, permanent Music Director,

iii) empower the Committee to reach out to the above-referenced music director to assess his interests, flexibility and suitability for assuming some role in the music program of TVUUC,

iv) explore the role Chaz Barber might assume or continue after the conclusion of his current obligation at the end of 2020.

Unanimous.

4b. **Listserv Phase out.** Several issues suggesting postponement of the phase out of the listserv have come to our attention.

1) the listserv appears to address issues (e.g. want ad items and discussion forum) that are not readily dealt with (or possible) on the Church Facebook account,

2) the persons (Bill Pierce and John McNair) who were managing listserv have found it increasingly difficult to devote as much time and energy to the task as before,

3) though the number of listserv users has decreased, those still using it remain devoted to its use because it is a relatively low-tech, comfortable and traditional way to do what they need,

4) there are some still unresolved technical issues with REALM that make complete transition to it premature, though REALM appears to be the long-term

solution (and goal) for communication needs,

5) some members do not have an email account or have shifted to texting for most communication needs, i.e. not Facebook or listserv.

The Board arrived at the following consensus:

- a) the Technology and Communication Task Force is to be revived
- b) at least the following persons should be approached for serving in this revival phase: Bill Pierce, John McNair, Jeff Kovac, Mark Mohundro, Cindy Buchanan, A.B. Coleman, Ryan McBee, Chloe Airoidi-Watters, and Chris Buice (*ex officio*) and Matthew Blondell (*ex officio*).
- c) the role of this committee should be to
 - i) assess communication needs in the congregation,
 - ii) develop a plan to realize fulfillment of the needs identified.

4c. Covid Task Force. The letter from the COVID TASK FORCE to the congregation was put in the most recent Newsletter, but it was inadvertently truncated. To address this, the complete letter has been posted on the Church Facebook website. A woman, Heather ?? (last name to be retrieved by Matthew from his communication with her), who has a role in the TN Emergency Management system, has expressed an interest in joining the COVID TASK FORCE. An apparent consensus that she be included was evident.

4d. 8th Principle. Board discussion of the 8th Principle focused on the following issues of history and further progress.

- 1) the 8th Principle arose from the group Black Lives of UU,
- 2) a number of UU congregations around the country have adopted it already in some form,

3) The current wording is:

“We, the member congregations of the
Unitarian Universalist Association,
covenant to affirm and promote:
journeying toward spiritual wholeness
by working to build a diverse
multicultural Beloved Community by our
actions that accountably dismantle
racism and other oppressions in
ourselves and our institutions.”

4) there is a significant sense that, as adoption discussions nationwide continue, issues of economic disparity, ageism, other cultural differences may be folded into this Principle.

5) our 8th PRINCIPLE TASK FORCE, including Eddie Chin, Alice Woody, Jametta Alston, and Seema Singh Perez, will play an important role in shaping discussion and adoption of this principle in our congregation. Chris Buice noted that a timeline of approximately four years for this matter is foreseen for the entire denomination.

5. Auction.

5a. Ruth's Chili Game Night for Auction. It was decided by consensus that this auction item should be separated into two distinct items because of limitations imposed by COVID.

a) Ruth's Game night, where for a \$5/family contribution a *virtual game night* would be organized. Linda offered to approach Eunice Turner, Mark Mohundro, Wendy Syer, Doris Gove and possibly others to work out the details for a virtual game group.

b) Ruth's Chili Night. Members of the Board and Program Council will provide chili at \$5/person at a date in February yet to be determined. Various chili options, as typically available in the 'in church potluck arrangement,' would include VEGETARIAN (Linda offered this), TURKEY, BEEF. The possibility of obtaining uniform, commercially available take-out cartons was suggested. Exact method of distributing the chili (home delivery, drive-thru pickup at church) were explored without firm conclusion.

6. Worship Committee asks for Board members to record Affirmations. Board members were asked to do a brief video recording of the Affirmation for Sunday services. Each person recording would be identified on screen as a way to introduce variety into the Sunday service and help identify Board members to the congregation to strengthen the sense of community. Claudia will send out a brief instructional HOW TO video to Board members.

ADJOURNMENT. The meeting was adjourned at 8:17 pm.

Respectfully submitted,
Jeff Mellor,
Secretary-Clerk