

HVUUC Meeting of the Board of Trustees

June 10, 2023

In Attendance: Dottie Blades, Rev. Tiffany Sapp, Bradley Quick, Cynthia Goodman, Deb Helmer, Kim Ray, Tish Kashdan, Greg Kramer, Doug Chaffin, and Alicia Culbertson.

Guest: Bob Warner

Reading: Dottie welcomed everyone to the meeting at 3:00 p.m. with the chalice lighting and a reading.

Check in: All Board members checked in.

Old Business

Secretary's Report: Tish made a motion and Greg seconded to approve the May minutes. Motion carried and passed unanimously.

Minister's report: Advisory Committee KIDCON advising Tiffany about the covenant. The Volunteer Fair will have a meeting on 6/15 for planning the during church picnic. Tiffany advised that she will be going to General Assembly 6/16-25, and she will be on vacation in July from 7/17-7/27.

Treasurer's Report: (Deb and Greg) There was a discussion of operating budget with Power Point, and an explanation of how the budget works.

Facilities Report: (Doug) Doug gave us updates on projects that have been repaired, completed, or upcoming, and detailed what has been done recently.

Personnel Committee Report: None on this date.

Past President's Report: None on this date.

Stewardship Report: None on this date.

Membership Development Report: None on this date.

Programs Report: None on this date.

New Business

Volunteer Fair connections at the Annual Picnic in August. Tiffany will get out Job Descriptions to be completed by the Committees.

Checkout: Rev. Tiffany read a closing reading and the meeting was adjourned at 4:20 p.m. The next board meeting will be held on July 19th at 7:00 p.m., via Zoom.

Calendar

August:

- 16th: monthly meeting
- 20th: Annual Picnic
- TN Corporation Annual Report (\$20) is due September 1 (done for 2022)

Actions

Dottie Blades attached this email for the record from Wanda Earp concerning Kim Ray replacing Ann Johnson as Past President:

Dottie,

All members of the Nom Committee – Michele Markstrom- Frisch; Dana (York) Ensor; Sarah Sanders; George Cross and myself confirmed Kim Ray for the position of Past President, filling the vacated position for Ann Johnson.

If you have any questions, please let me know.

Thanks, Wanda

Motions

Appointment of Endowment Fund Chair: David Kashdan has volunteered to replace the previous chair. Deb made the motion and Greg seconded. The motion passed unanimously.

Naming a room in the REZ: After discussion with Bob Warner, a motion was made to recognize and honor Mrs. Viola Liuzzo by placing her name on the Meditation Room. Bradley made the motion to approve, and Greg seconded. The motion passed unanimously.

Policy on Displayed Items: (See printout attached) The first motion, made by Greg, was that anything displayed more than two weeks will be disposed of. Deb seconded the motion and it passed.

July 19, 2023

In attendance: Dottie Blades, Bradley Quick, Cynthia Goodman, Deb Helmer, Tish Kashdan, Greg

Kramer, Greg Kramer, Doug Chaffin, and Alicia Culbertson.

Reading: Dottie welcomed everyone at 7:00 p.m. with the chalice lighting and a reading. (Cynthia agreed to do this at the next meeting.)

Check in: All board members present checked in.

Additions to the agenda: More discussion concerning flag display, and safety measures concerning

doors being left unlocked.

Old Business

Minutes from the June 10 th retreat and monthly meeting were approved.

President's Report: An Aesthetics group is being formed by Cindy Hatch, Denee Mattioli, Beth Calvert, and Tish Kashdan. An advisory group has been formed by David Kashdan, Betty Kramer, Dana _____, and Denee Mattioli.

Minister's report: Rev. Sapp noted that the BoT should attend the picnic on August 20, 2023. There will be a communications fair during the picnic.

Treasurer Report: Deb showed us the summary report and answered questions.

Facilities: Doug reported that the kitchen is completed and 20 people helped out to make this happen.

The kitchen celebration was a big success. He noted a major problem with the phones working correctly, and we may need to run a line in the nursery. He will be following up

on this. Also, he needs more volunteers to complete other necessary improvements coming up, such as cleaning and painting in the nursery.

Stewardship: The Endowment Committee will be meeting in August.

Membership Development: Coffee hour is up and going. Volunteers are needed for picnic prep. On Aug. 18 th . Joy Boyd is the new chairperson for the Caring Team-replacing Cynthia Goodman. The Memorial Committee is in need of new members. Welcoming Task Force has changed its name to Visitor's Task Force.

Programs: Bradley shared his ideas for the Programs Committee.

Goals-

- 1)Will try to get more people for technology.
- 2) Working on gathering results from people that attend virtually.
- 3)Library
- 4) Music Committee needs a chairperson. Religious Education has no chair-unsure what to do.
- 5) 6-12 is reviewing a different curriculum.
- 6) CUUPS has a new chair-Doug Bowser.

New Business

Greg made a motion re: new policy on Cremation Remains, and Kim seconded. It was passed by 7 to 1.

Flag Policy: This has been tabled for now, until the board can take into consideration other viewpoints that have been brought to our attention.

Committee Designated Funds: Deb presented to the board concerning these funds, and suggestions were discussed concerning reorganizing the funds, and some may need to be dissolved. Bradley and Justin will begin looking into this.

Board Designated Funds: Currently, these funds amount to \$11,000. A motion was made by Greg Kramer to use \$6,000 for technology needed, and to possibly create a part-time technology position.

Deb seconded, and it passed unanimously.

Doug proposed to go ahead for soffit and vinyl siding to be installed the REZ if the cost will be \$4600 or less. Deb seconded and it passed unanimously.

Some discussion was held concerning finishing upgrades to the covered deck, but finishing it up as a room, is too expensive at this time. No proposals at this point.

Flag display: Board members will review additional input from congregants. The discussion was discontinued until we can review all input sent to the board concerning this matter. Cynthia made a motion , Bradley seconded, and it passed unanimously.

A conflict resolution team will be discussed at the next Board meeting. Also, further discussion will be held concerning safety procedures to put in place so that doors and windows will be locked when the buildings are empty.

August calendar review: BOT August meeting to be held 8/16/23. Annual picnic to be held at the church on 8/20/23. TN Corporation Annual Report is due by 9/1/23.

Check out

August 16th, 2023

In attendance: Dottie Blades, Rev. Tiffany Sapp, Bradley Quick, Cynthia Goodman, Deb Helmer, Tish Kashdan, Greg Kramer, Kim Ray, Doug Chaffin, and Alicia Culbertson.

Reading: Dottie welcomed everyone at 7:00 p.m. with the chalice lighting and a reading. Cynthia's reading was about words of encouragement.

Check in: All board members checked in.

Guests: Joseph Viola and Dana Ensor

Time Keeper: Bradley Quick

Old Business

July minutes were approved unanimously. Cynthia made the motion and Tish seconded.

Minister's report: Rev. Tiffany hopes that at the upcoming Church Picnic, the Connections Fair will attract more volunteers for the church. Rev. Tiffany will decide on a date for a rescheduling of the Google Drive tutorial.

Treasurer report: Deb Helmer reported that all is well at this time.

President's report: The piano has been tuned and it will need tuning again in a year. Ten people have signed up for the Path to Membership classes being held on 9/17 and 9/24. PTM pins and stickers are being sold after the service in the Fred Ball room.

Past President's report: The Personnel Committee is looking for a video production specialist to hire by mid-September. Additional duties will be added as needed.

Facilities report: Several improvements have been completed. Windows have been installed in the Minister's and Jessica's offices. Stairs have been repaired, and the playground has been tidied up. **The roof in the Sanctuary is still leaking, but is secure for the time being.**

Membership Development report: Committee lists are online with information. Arrangements for the Church Picnic were discussed for preparations on the Saturday before the picnic.

Programs report: We still need IT people, especially for the Sunday services. There have been inconclusive results concerning the actual number of people that view the online services. The library is being organized and cataloged. It will be sorted by genre, and may include children's books. The music committee has an interim chair.

Stewardship report: No new information at this time.

New Business

Social Justice bulletin board policy: A motion was made to have a designated bulletin board space in the Fred Ball Room, where the committee may display items relevant to their purpose. They must get approval from the VP, who is their trustee. After discussion, motions were made to use the word portion and passed unanimously.

Flag Policy Approval: The new policy gained final approval by a vote of 8 yes's and one abstention.

Policy for displayed items: Bradley made a motion to add clarification for groups within the church. Discussion ensued and the vote was unanimous, as was the policy.

Tobacco and E-Cigarettes: (3-year update) This policy was amended to say age 21 by TN law. It passed unanimously. Stewardship. and Letitia

Investment Funds: Greg Kramer made a motion for Board of Directors appointees to be signatories on the Vanguard Investment Fund, Acct. # 0527-88047466564. These will be: Debra Helmer-Treasurer, Gregory A. Kramer-Stewardship, and David S. Kashdan-Chair of the Endowment Fund. Motions were made and it passed unanimously.

Another motion was made to approve Deborah Helmer-Treasurer, Gregory Kramer-Stewardship, and **Letitia Kashdan to be** signatories. Motions were made and passed unanimously.

The president asked that the board members review the disruptive behavior policy and the domestic violence policy to discuss at our next meeting.

Coming Up:

Next BOT meeting: 9/20/23

Tri Pride: 9/23/23

Auction: 11/4/23

Green Arts Fest: 11/12/23

September 20, 2023

In attendance: Dottie Blades, Rev. Tiffany Sapp, Bradley Quick, Cynthia Goodman, Tish

Kashdan, Greg Kramer, Kim Ray, Doug Chaffin, and Alicia Culbertson. Deb Helmer could not attend.

Reading: Kim welcomed everyone at 7:00 p.m. with the chalice lighting and a song titled "Swimming to the Other Side."

Check in: All present board members checked in.

Guest: Michele Markstrom

Time Keeper: Kim Ray

OLD BUSINESS

Corrections/ Additions to August minutes: Alicia added additions from Kim, Greg and Cynthia, and the minutes were approved unanimously.

Treasurer Report: Since Deb was not able to attend this meeting, she emailed all board members a copy of the current operating budget prior to this meeting.

Minister's Report: Rev. Tiffany will be on vacation from 10/2-10/8, and Jessica will be out of the office 9/26-9-28. Charis is taking Paid Time Off from 9/25-10/1.

The Tech specialist will start on Oct. 1st.

We may be cutting parts of our services from You Tube videos, once we can determine what parts aren't being watched as much as others.

Feedback concerning the Connections Fair at the annual Picnic: Overall it didn't seem to work out as well as we hoped, and we may make changes for next year. Rev. Tiffany suggested that it may be more effective if it was

held alone next time. The board will arrange the next one, and noted that September or October would probably be best.

A motion was made by Dottie to change “ Chairperson of the Personnel Committee” back to Past President. Greg seconded and this passed unanimously.

It was discussed that since there is no longer a safety team, it might be best to have one greeter stay in the vestibule during the service. The door would be locked during the service and the greeter will open the door if someone knocks. A final decision was not made at this time.

A motion was made to change Membership Trustee to Fellowship Trustee. Kim seconded, and it passed unanimously.

President’s report: Dottie reported that she is working on an organizational chart. Zoom meetings for the Board will continue instead of doing them in person (by vote).

Vice president’s report: No updates at this time.

Past President’s report: The Personnel Committee hired Donny Barnett to do IT work, and he will start on 10/1/23. (He is very excited!)

Facilities Report: A full report can be found on Google Drive. Doug reports that the siding and soffit on the covered deck looks great. The new outside furniture arrived in time for the picnic and a lot of people really liked the swings. The drain at the back of the church has been unclogged. Wendy, who is cleaning for us on Friday nights, is doing a great job. Doug has contacted Century link about the phone/computer lines, but the line is not in the ground yet. Dottie questioned if the front doors need to be replaced-Bradley said that for safety, at least a new lock is needed.

Membership Development Report: Cynthia said that most people seem to be happy. Coffee time is covered for September, and volunteers are being recruited for October. Membership Development classes are going well, and Wednesday Night Suppers are resuming. Also, she is hosting a women’s night at the church on Oct. 6th.

She also wanted to include- Kudos to Doug Chaffin for his perfect setup of the new deck furniture. The Brunch Bunch group hasn’t met since April, and Michele Markstrom-Frisch is the contact. Wednesday Night Suppers will resume in October.

Programs Report: Bradley reports that he is still working on organizing the church library. The chalice has been moved to the candle table, RE will be screening a film called Inter sexion on 10/22.

Stewardship Report: The church auction is coming up and can start receiving items/services. The group, after discussion, decided to look into getting a Venmo account which would be a much simpler way to receive payment for the auction. This will be discussed with Deb Helmer.

Personnel Report: (Refer to Past President’s report)

NEW BUSINESS: Policy 3-Year Updates

Disruptive Behavior-Rev. Tiffany asked us to think about the Conflict Resolution Team not being in use and not chartered. Dottie made a motion to re-approve the policy for disruptive behavior, and it was seconded. It passed unanimously.

Annual reports to the VP by May each Year-No need to change at this time. We will see if any changes are warranted before May. Tish made a motion to reapprove, Kim seconded, and it passed unanimously.

Contracts with HVUUC-Kim made a motion to approve as amended and Greg seconded. It passed unanimously.

Membership List: This was deferred to next month's meeting.

Sept./Oct. CALENDAR REVIEW:

9/20-monthly board meeting

9/23-Tri Pride

Initiated Auction planning (done)

Meet with committee chairs regarding budget

10/19-next board meeting

October 18, 2023

In attendance: Dottie Blades, Rev. Tiffany Sapp, Bradley Quick, Cynthia Goodman, Tish Kashdan, Greg Kramer, Kim Ray, Doug Chaffin, Deb Helmer and Alicia Culbertson.

Reading: Dottie welcomed everyone at 7:00 p.m. with the chalice lighting and a reading called "End of Summer".

Check in: All board members checked in.

Time Keeper: Kim Ray

OLD BUSINESS

October Minutes: There were no corrections or additions to the October minutes. Cynthia made the motion to accept the October minutes, and Tish seconded. The motion passed unanimously.

Treasurer's August report: Deb Helmer noted that the insurance bill for \$8,000 is due soon. The bill from the cleaning people will be due soon also, but she is not sure yet what that total bill will be.

Minister's Report: Rev. Tiffany noted her thanks for the show of appreciation during the Oct. 15th service. Her story has been published and has begun circulating in other UU churches. Rev. Tiffany has been asked to allow AA meetings in the church, and there was some discussion. Greg noted that we have had them at the church before with no problems, but no decision was made at this time. Rev. Tiffany wished to thank the entire Religious Services Committee for taking over for Neal Marshall on Sept. 24th. Sarah Sanders was the service leader, and it became a Tri-Pride after-party where different people gave testimonials of their time there.

President's Report: Dottie thanked Cynthia for doing a great job updating church committees for the website.

Vice President's Report: Dave Kashdan will continue the role of Insurance manager. This is also noted under New Business.

Past President's and Personnel Report: Donnie Barnett, the new tech person for the church, is getting on board and doing a good job. He began on 10/1/23.

Facilities Report: Playground set is now stained and ready for winter. Doug has had to remind the cleaning person about being sure to lock up when finished. The light on the road outside the church needs to be tweaked. Recently, a dead mouse was found in the basement; Doug asks us to remind people to keep food put up.

Fellowship Report: Cynthia reports that she is still updating committees. Several people have already signed up for Wednesday Night Suppers.

Programs Report: Bradley reports that he would like to go to a CUUPS meeting to see if the covenant is working. The Guest Speaker's fee has gone up-can we put that in the budget for next year? Bradley would like for there to be a collection plate available during the Time for All Ages. Planning has begun for the next youth trip.

Stewardship Report: As of this date, 10/18/23, 69 items have been donated for the upcoming auction, with a value of \$14,144. Several church projects are left over. Is it a

good idea to use auction money for some of these? The following were discussed and agreed on for now: 1. A plan should be developed by the board. 2. Get feedback from the congregation as to what projects they feel are most important at this time. 3. The congregation would vote on it.

NEW BUSINESS

HVUUC Insurance Representative: Dottie nominated David Kashdan as the permanent insurance manager for HVUUC and the Board. Dave is asked to create a brief job description to be added under the Vice President's role. Dottie made the motion, Greg seconded, and it passed unanimously.

Membership List maintenance: This item is tabled until our next meeting. In the mean time, Dottie asks that we review the 3-year policy, and let Cynthia know if any changes are needed.

October/November Calendar

10/25 Wed. night supper

11/4 HVUUC Auction

11/12 New Member Ceremony and Green Arts Festival

11/15 Board of Trustees Meeting

11/29 Wed. Night Supper

*Budgets are requested from committees so they can be discussed at next meeting.

*No plans at this time for Friendsgiving.

*Circle Suppers: President chooses date. We will see how attendance for Wednesday Night Suppers go first.

HVUUC Board of Trustee's Meeting- Nov. 15, 2023

1. Dottie began the meeting by lighting the chalice, and Greg read a passage from Stone Blessings by Robert Walsh.
2. All members attended, except for Rev. Tiffany, who was attending a meeting for the UU Minister's Association.
3. Alicia was the minutes taker for the meeting.
4. Kim made a motion to approve the October minutes, and Greg seconded. It passed unanimously.
5. Treasurer's report-There has been more spending lately. The auction should help with the overall budget.
6. Past President's report-Kim reported that the Personnel team has met and discussed goals, and Green Arts raised \$350 recently.
7. Facilities report-The pipes in the kitchen area are to be insulated; thermostats have been re-programmed; bulbs and HVAC filters have been changed; Doug bought a radon meter and will track levels in the basement; there have been no issues with keys; the recessed lights in the REZ have stopped working and he may be looking into this; the office personnel are loving the better wifi connection; Deb suggested that energy efficient bulbs be used.
8. Fellowship report- Cynthia reports that the women's group is continuing to meet; there should be an expense allowed for large water containers; the coffee pot needs to be replaced; Wed. night suppers are starting again; the Risk Assessment Team has recommended that we hold a few Wed. Night Suppers and evaluate congregational safety from a pandemic standpoint before starting potlucks again. The BoT will likely discuss this at the Feb. or March board meeting.
9. Programs report- Bradley reported that he is still working on the church library; RS Committee is finalizing proposals to Greg; the left TV monitor in the church is still not working; still need RE class facilitators; the Music Committee wants to do caroling for homebound members; Charis would like to have a coffee house in the church, which was briefly discussed, and we will talk in more detail at a future meeting; CUUPS has 4 leadership meetings a year; Loving Kindness song will need to be replaced.
10. Stewardship report-\$22,000 was raised from the auction, and groups will need to be sending in what their needs are. Dottie wants us to come up with ideas for attracting younger members. Discussion ensued with these possible ideas: Circle suppers, child care, more advertising other than newsletters, offer more ways to get to know others in the congregation.
11. Policy 3-year update re: Membership List Maintenance- This is tabled until the Dec. meeting.
12. Nov./Dec. Calendar Review-

11/15 BOT meeting
11/29 Wed. Night Supper
12/3 Festival of Lights
12/11 Dec. BOT meeting
12/30 Make contact with NomCom chair
12/31 Pancakes and Jam

Request budgets from committees so that they may be discussed at their Dec. meetings.

HVUUC Meeting of the Board of Trustees

12-11-2023

1. Dottie lit the Chalice, and Greg read from the book Oneness by Jeffrey Moses.
2. Bob Warner, from the Social Justice Committee, joined us as a visitor. All board members were present, except for Kim Ray, who was out of the country. . A discussion was held concerning grammar corrections and changes for the approval of publishing the report "Social Justice on Gun Reform" for HVUUC.
3. Greg was the timekeeper; Alicia was the minutes taker.
4. There were no additions to the agenda, and no corrections to add to the November minutes.
5. Treasurer's report-Deb Helmer reported that all is well at this time.
6. Minister's report- Rev. Tiffany reports that she will need health insurance coverage earlier than expected. She has vacation from 12/16 to 12/22, and can be called for emergencies. The peace vigil is being worked on, and she has received positive feedback on our Christmas tree in Founders Park. During Candles of Community, the accompaniment will now be instrumental music until the next auction, when a new song may be chosen..
7. President's report-Volunteers are needed for the peace vigil. Interested people can contact Rev. Tiffany or Dottie. There would need to be a Sat. meeting to discuss plans.
8. Vice President report-Several people came to the recent Wed. Night Supper. It was reported that the SJC needs \$850 for their budget.
9. Past President report- Kim is out of the country at this time.
10. Facilities report-Doug reported the following: Two blink cameras have been installed. The leak in the church sanctuary still needs to be fixed. The attic has enough insulation; fire extinguishers are in place and a large one has been placed near the library. HVAC filters have been put in; still seeing signs of rodents; radon detector is in the basement and Doug monitors it with his phone.
11. Fellowship report: Policy 3-year update- Membership List Maintenance- Changes were discussed, including changes to duties for those involved. Updates to the Member Trustee, now known as

Fellowship Trustee, include changes in the position, and Cynthia emailed these to all trustees for them to review. There was no vote taken at this time. However, Greg made a motion re: the church purchasing a new coffee pot for decaf coffee. Tish seconded. It passed with one abstention.

12. Programs report-Bradley reported that he is still working on the church library and will continue to work on it in January. At the upcoming meeting , budget submissions for the Religious Services Committee will be finalized. RE trunk or treat was a success and so was the movie
13. Stewardship report- Greg reported that the auction raised \$22,000 for the church, and all but \$3,000 has been received. A meeting will be held soon to discuss improvements for next year's auction. Budget meetings will begin in January, and committees should turn in budgets starting the second week of January.
14. The Social Justice Committee, via VP Tish Kashdan, submitted the following statement for the Board to approve for a Social Justice Call to Action Congregational Meeting:

HVUUC Statement of Support for Gun Safety

Our Unitarian Universalist principles affirm the inherent worth of every human life. Gun violence in our country is a major factor in destroying lives and should be declared a public health issue. The USA is an extreme outlier among other high-income countries in gun homicides, gun suicides, horrific mass shootings and gun injuries. It is not just those who are killed who are the victims. The families, loved ones and friends, and the witnesses can suffer the consequences for the rest of their lives.

We do not object to responsible gun ownership for personal protection or sport.

However, we as a congregation, cannot accept the status quo and “hope” as an antidote for the current unacceptable environment. Active shooter drills, turning our schools into fortresses, and vague suggestions about addressing mental health are not providing a solution. The easy availability of guns and military-style death weapons are a major contributor to this violence. Clearly, state-by-state weapon regulations have provided loopholes to any effective change. Congregants are encouraged to petition legislators and work in all available forums, to include safety training programs as a mandatory condition for gun ownership and to require other actions, such as: increased mental health funding; background checks for ALL gun purchases, including private and gun show and online sales; government licensing before purchase; ban of the sale of high-capacity magazines; and, ban of the sale of automatic weapons.

Greg made a motion to accept the changes, and Cynthia seconded. The statement was approved and the congregational meeting was set for January 14th after the service.

Calendar review

12/11/23	BOT monthly mtg. and WN supper
12/31/23	Pancakes and Jam
1/17/24	Next BOT monthly meeting

Reminders:

- Greg will collect budgets from committees and start budget planning.

- NomCom starts meeting in January.
- No coffee hour on 12/24.
- Congregational Recertification is due in early Feb.

HVUUC Meeting of the Board of Trustees

1-17-24

1. Dottie lit the chalice to begin the meeting.
2. Kim read a piece from Letter from America that honored several heroes who did the right thing.
3. All members were present.
4. Kim was the timekeeper, and Alicia was the minutes taker.
5. There were no additions or corrections to the previous meetings' minutes, so the 12/11/23 minutes were approved. A few corrections were finalized at the meeting, so those were added, and a final copy of the minutes was sent to all members after the meeting.
6. Treasurer's report-Deb reported that all is well and will balance out.
7. Minister's report-Rev. Tiffany reported that she will be attending a Professional Development next week. She can be reached only for emergencies. She is very grateful for those who helped her while she was sick. She reports that the instrumental music is working well for Candles of Community. She hopes to implement two zones in the church where people can sit that would rather not be seen on You Tube. We have 8 staff members now.
8. President's report-.Dottie announced that 3 volunteers will be needed to attend GA in June, on the 19th-23rd. The meetings will be virtual, and the church will cover the costs of attending. Anyone interested can contact Dottie before the next board meeting. She also reported that the gun statement passed unanimously. She will be sending out emails to greeters concerning changes that need to be made, i.e., having one of the

greeters in the foyer during the services. Nominating parameters have changed; Dottie will let Wanda Earp know what we discussed.

9. VP Report-No new reports at this time.

10. Past President's report- The Personnel Committee met to discuss staff salary for next year.

11. Facilities report-Water outage/ corroded tank that has been removed. A drain pipe needs to be fixed. Will a professional need to be hired? There were roof leaks last month-Model City looked at it. The heat pump in the basement was repaired by AAA HVACR on short notice. Doug is waiting on a quote for the replacement of the roof, and said that if weather is bad, we may need to have a virtual service.

12. Fellowship report- Cynthia reported that coffee help is needed. The schedule up in the Fred Ball room to sign up. At the next meeting, there will be a vote on a change of job description, and items that will be added.

13. Programs report- Bradley reported that the RE, RSC, and Music Committees have finalized their budgets, the Welcoming Renewal form is finished, and CUUPS had their first Leader's meeting. Also, the Music Committee had no meeting in December.

14. Stewardship report-Greg updated us on the amount of money that has not been received from the auction yet. The amount received so far is 88%. Reminders are being sent to those that have not paid yet. Also, the Stewardship campaign will begin on Feb.

11.

15. New Business- Two Capital projects were voted on.

Outdoor lights needed - One large LED light installed at the front of the church and nine directional LED lights installed at other areas around the main building by the hired electrician. Landscape lights will be installed near the entry to the nursery by the Facilities Committee.

1) Total cost is \$1911.80-requesting \$2000. Doug made the motion, Bradley seconded, and it passed unanimously.

2) Existing water softener is not functioning. Estimate was \$1799, but will be more if a new particle filter is required. Doug requested \$1900 to cover the new filter and unforeseen costs. Doug made the motion, Greg seconded, and it passed unanimously. This will be paid through the Capital Improvements Fund.

16. January-February 2024 Calendar Review

Jan. 17-next board meeting

Feb. 11- Stewardship campaign begins

Feb. 15- BOT meeting

Notes:

1. Collect budgets from committees and start budget planning.
2. NomsCom starts meeting
3. My UUA website Congregational Recertification
4. Look for GA and SUULE (start to recruit delegates)