

**Unitarian Universalist Church of Annapolis
Board of Trustees Meeting
UUCA Library; July 9, 2018; 6:45 pm – 9:20 pm
Minutes Approved**

ATTENDANCE: Heather Millar, Craig Beyler, Jane Carrigan, Kari Alperovitz-Bichell (by phone), Dianne Moreau, LE Gomez, Rob Malone. Unable to attend: Rev Kathleen Rolentz. Representing Interim Minister Transitions Evaluation and Support Team: Bob Davis, Jamie Harms (by phone).

Chalice Lighting and Opening Words: Rob
“We need one another...”

Brief Check-in: All

Report from the Interim Minister Transitions Evaluation and Support Team (TEST): Bob Davis

Three assessments will be sent to UUA over the course of the interim minister's tenure. This first assessment was expected to contain concerns revolving around governance and the number of ministers needed for this congregation. At an all-church retreat scheduled for October, these issues will be discussed further. Technology is an area that needs to be up-graded and Rev. Kathleen is beginning to develop a broader technology strategy for UUCA. We are still without a permanent DRE; this is being addressed but not yet resolved.

This assessment was completed before the tumultuous time of the past few weeks concerning the mass shooting at the Capital/Gazette and UUCA's loss of Wendi Winters. The amount of work that Rev Kathleen has done from afar needs to be added to this report.

Powerful Question: Heather

We have recently been rocked by two huge losses, Diane Goforth and Wendi Winters. How are you feeling?

We took almost an hour to share and listen to each other.

Approve May and June Board Meeting Minutes: Jane

Because of circumstances, the minutes are not yet ready for approval. We agreed that Jane would send the initial draft of the July Minutes first and then follow these with drafts of June and May. Other Board members will make additions and edits to these for approval at our August meeting.

Board Reports:

Finance Officer Report: Kari

- Current operating availability is slightly less than usual but the numbers are in order as they generally fall off in summer and pick up again in the fall.

- Pledges are at 86.8% of target.

Senior Minister/Associate Minister Report: John

- UUCA has recently received three grants. One is for \$8000 to increase diversity in membership. It requires an increase of \$8000 in pledges.
- DRE Update: UUCA may have a three person team coordinate the religious exploration program this fall as we continue to search for a fulltime DRE. Many UU Congregations have the same problem searching for a DRE; UUA is aware of this problem.
- Memorial Service Reception - \$1280 was spent towards food/drink; UUCA should consider that something be given to Maryland Hall which did not charge for the Hall and even cancelled construction to make the Memorial service happen. Homestead Gardens donated all the flowers.

Report from GA: Dianne and Heather

- Dianne Moreau and Thornell Jones carried the UUCA banner during the Opening Ceremony.
- **Ministerial Transitions:** Dianne reported on a workshop she attended conducted by Keith Kron, UUA Director of Transitions. Many congregations are in ministerial transition. The number one factor to attract candidates is salary; potential ministers are looking for fair compensations according to the UUA guidelines. In today's UU world ministers need to be multi-theological. 30-40% of all UU ministers identify as LGBTQ. The primary reason for losing pledges is disagreement with the minister. Congregations are known by all ministers and this reputation becomes a factor in the search for new leadership. Benefit packages are important and may affect the number of applicants but not the quality of candidates. There is a great deal of disgruntlement about associate ministers being rated by senior ministers and this is a factor that UUA is exploring. In the search for new leadership, a congregation should directly ask for what it wants and needs from the applicant. If pastoral care is important ask for that. One should look for individuals with connections to their colleagues. And finally the idea of hiring a younger minister that might save salary while providing vital leadership was raised.
- **Dismantling Racism:** Dianne reported that much of GA's focus was on dismantling racism. BLUU posits asking the question "Can I help you with that?" They insist that it doesn't help to shame people by calling out a racist act but rather by helping them to understand how to make that thought or deed an acceptable one. Actions taken by UUA: 1) Focus on black minister's telling their truth; 2) \$5.1 million set aside for innovative ministry; 3) Apologized to all POC for the hurt that UUA has caused.
- **Reaching Consensus During Business Meetings:** There was a "Pro" mic to speak in favor of a motion and a "Con" mic that represented "concerns" and was used by those who had enough concerns that they needed further discussion about the motion. The suggestion for Boards as they try to reach consensus is to follow this model and offer three options:

- 1) Yes, I'm with you, 2) I don't have enough reservations to vote against you so I will vote with you and 3) I have enough concerns that I need further discussion on this motion. In this process it is important that people not just repeat their points. Discuss until there are no new ideas.
- **Pronouns:** Third person pronouns in UUA By Laws are being changed to they/them rather than gender specific he/she.
 - **Modeling of how things can be done differently:**
 - Co-moderators for business meetings;
 - UUA Board Report was given by interviewing several Board members about why they serve on the Board and how they view what the Board does;
 - Different styles of worship: Story telling utilizing African and Appalachian tradition and another in Spanish utilizing Hispanic traditions.

As we continue our meeting, let us take time to consider our work in light of the 8th Principle to accountably dismantle racism and other oppressions in ourselves and our institutions.

Action Items: Heather

- Motion made by Dianne and seconded by Craig that when the Interim Senior Minister is away or otherwise unable to perform her duties, the Associate Minister shall serve as the Interim Senior Minister in consultation with the Board of Trustees. Approved.
- Motion made by Rob and seconded by Stan to adopt the Board Covenant as distributed on July 5, 2018. Approved. A copy is attached at the end of these minutes.
- Motion made by Jane and seconded by Dianne to adopt the Board Accountability Agreement as distributed on July 5, 2018. Approved. A copy is attached at the end of these minutes.

Calendar and Highlights: Heather

- Calendar: Note addition of August 27th to meet with Governance
- Heather will write the August Highlights article and include references to Wendi Winters and Diane Goforth.

Expectations for next Board Meeting

- Disruptive Behavior Policy
- Make a contribution to Maryland Hall
- Rev. John's Agreement
- RE inclusion of 8th Principle

Checkout: All

Are we living up to our commitments to the Congregation and to each other?

Closing Words and Extinguishing the Chalice: Rob

Submitted by Jane Carrigan, Secretary