

**UUCA Board of Trustee Meeting
September 10, 2018
UUCA Library: 6:50 - 9:45 PM
Unitarian Universalist Church of Annapolis**

Board Attendees: Heather Millar, Caryn Jackson, L.E. Gomez, Stan Haavik, Craig Beyler, Dianne Moreau, Rob Malone, Kathleen Rolenz, Kari Alperovitz-Bichell (by phone). **Other Attendees:** John Crestwell, Keith Kron, UUA Director of Transitions Office via Zoom.

Opening: Heather

All read Board Covenant.

Brief Check in: All

Powerful Question: Kathleen

What changes would UUCA have to make to accommodate the growth of 100 more people?

Zoom conference with Keith Kron, UUA Director of the Transitions Office, to provide basic information about selecting the search committee for settled ministry:

- Our situation is common because there are 35-50 settled ministry searches each year.
- Our situation is unique because we are a larger congregation and we had a settled minister for 34 years.
- The Board and Congregation need to determine what kind of settled ministry is best for us. Does co-ministers or one senior minister best serve our situation?
- The Interim Process takes time and needs to be done well. Part of the interim process is to identify unspoken expectations, things Fred took care of that others did not know.
- Key dates for the Settled Ministry Search Team: April 2019 selected; May/June Retreat; Summer lots of work; August-October Survey; September-October Cottage Meetings; November compile congregational record and information packet; December interested ministers examine information and notify Search Committee of their interest; January 2020 Initial discernment; February/March look at possible candidates; March 26 Offer date; April Candidate Week and Congregation votes.
- Inside candidate: An inside candidate is considered before the Search Team is selected. If the inside candidate is to be a part of co-ministry, that person participates in the Search process.
- The process of choosing settled ministry is a tremendous and exciting opportunity for the congregation to position itself for the future.
- Board, Nominating Committee and Governance Team will meet with Keith and Kate Walker, UUA Transition Coach, on September 17, 2018 at 7pm. The Board members shall forward questions to Heather by Friday for her to forward to Keith and Kate.

Approve June and August Board Minutes:

- **ACTION:** Motion made by Rob and seconded by Dianne to approve the Minutes of August 13, 2018 Board meeting as distributed on September 10, 2018, as amended. **Approved.**
- **ACTION:** Motion made by Stan and seconded by Rob to approve the Minutes of the June 11, 2018 Board meeting as distributed on September 7, 2018. **Approved.**

Reports to the Board:

- **Financial Officer's Report: Kari**
 - The financial data for August is not yet available. The 2018 pledges to date are roughly \$34,000 under budget but this is not unusual for the end of summer.
 - **ACTION:** Motion made by Kari and seconded by Craig to appoint Kathy Mack as a new member to the finance committee. **Approved.**
 - Kari will notify Kathy.
- **Senior Minister's Report: Kathleen and John**
 - Recent use of the Disruptive Behavior Policy for a member of the Sangha group after much due process by the Sangha group and the executive team.
 - Report of constant tension between middle hour groups for space - we have too little, large meeting space.
 - Expressed the need for a building supervisor.
 - Discussion of 2 grants obtained by John: Chalice Lighter grant for a total of \$20,000 over 3 years to fund Joshua Long's position and UU Funding Panel matching grant of \$7,000 to grow membership and increase racial diversity.
 - Discussion of how the Board provides feedback to senior minister regarding the senior minister's "interpretation" of Ends Statement.
 - Discussion of the Board's responsibility to manifest for the executive team our support for the Sanctuary and 8th Principle that were sanctioned by the congregation. Heather, Dianne, and Kari will meet with Kathleen and John to explore this further.
 - Discussion on how we prioritize how much we give to outside groups.
 - Discussion to permit Paul Jorgenson to further explore the needs of our physical structure. Kathleen will contact Paul about getting others to help look at facilities usage and needs.

Discussion of how our meeting was conducted in light of the 8th Principle to dismantle racism and other oppressions in our work on the Board.

John Crestwell's Employment Agreement: Craig

We are close to approval but need to review two sections and to have each Board member have time to read and consider the revised agreement.

Metrics Report: Craig

Deferred to next month

Expectations for Next Board meeting:

John's Agreement; Metrics; Approve September minutes; Suggestions for Sanctuary and 8th Principle groups; Plans for October 14th Middle Hour settled ministry discussion; Dianne to open and close; Preliminary look at the 2019 Budget including plans for how it will be shared with the congregation; Draft of Congregational Meeting agenda with CMC; receive Governance Teams final report; and BEEC2?

Submitted by: Caryn Jackson, Secretary, and Heather Millar, President

UUCA Board of Trustees Calendar

September 17, 2018 – Board/Nominating Committee with Keith Kron and Kate Walker	7:00 – 8:30
September 23 – Middle Hour: Transition to Settled Ministry	10:15 – 11:05
October 4 – IAF Launch at First Christian Community Church	
October 7 – Photo Makeup Date	10:15 – 11:05
October 8, 2018 -- Board Meeting	6:45 – 9:15
October 14 – Middle Hour: Transition to Settled Ministry	10:15 – 11:05
November 18 – Middle Hour: Governance	10:15 – 11:05
November 19 – Board Meeting	6:45 – 9:15
November 21 – Power Point/Handouts for Congregational Meeting Due	5:00
November 25 – Copies Available for Congregation	9:00
December 2, 2018 – Congregational Meeting	10:30 – 12:15
December 10, 2019 -- Board Meeting	6:45 – 9:15
January 14, 2019 -- Board Meeting	6:45 – 9:15
February 11, 2019 -- Board Meeting	6:45 – 9:15
March 11, 2019 -- Board Meeting	6:45 – 9:15
April 7, 2019 – Congregational Meeting	10:30 – 12:15
April 8, 2019 -- Board Meeting	6:45 – 9:15