

Unitarian Universalist Church of Annapolis
During The Board of Trustees Meeting
UUCA Library; October 01, 2019
Special Meeting 7:05 – 8:38
APPROVED Minutes 10/22/19

In attendance: Heather Millar, Kari Alperovitz-Bichell, Stan Haavik, Carrie Kotcho, Rob Malone, Dianne Moreau, Peter Morse, Rev. Kathleen Rolenz

Chalice Lighting and Brief Check-in: All **7:05**

Review of Governing Policy: All

The Board members reviewed the Disruptive Behavior Policy of UUCA's Governing Policies.

Executive Session **7:25**

Action: Motion by Heather to enter executive session to discuss a confidential issue was seconded. **Approved.** Rev. Kathleen was invited to stay.

Action: Motion by Peter to leave executive session. Heather seconded **Approved.** **8:20**

Discussion: All

The Board discussed behavior of a UUCA member which has been reported by congregants and witnessed by Board members that violates our Disruptive Behavior Policy. The behavior is also in conflict with UUCA's Safe Congregation Covenant. The behavior included: belittling, demeaning language that is destructive to church activities and diminishes the appeal of those activities.

The Ministry team recommends that the individual who violated the Policy should be removed from membership.

The Board discussed the relevant policies and procedures to ensure a fair hearing for the individual.

Action: Motion by Kari -- based on the recommendation of the Ministry Team, that the Board sends a certified letter to the individual in violation of Article 2 and that the Board will hold a hearing about their violations of the Disruptive Behaviors Policy on October 22nd. The letter will notify the individual they are requested to attend that hearing. After the hearing, the Board will deliberate and make a final decision on whether to remove the individual from membership. The motion was seconded by Stan. **Approved**

The Board took time to consider the 8th Principle to accountably dismantle racism and other oppressions in ourselves and our institutions.

FUNdraiser Auction Item: Carrie

Carrie suggested the Board donate a day of car washing for its group auction item and the BOT members agreed. **Action:** Carrie to write and submit the description to the FUNdraising committee.

Meeting Adjourned

Submitted by: Carrie Kotcho, Secretary