

**Unitarian Universalist Church of Annapolis**  
**Board of Trustees Meeting**  
**UUCA Library; June 25, 2019; 6:45 pm – 9:15 pm**  
**Minutes Approved 8/27/19**

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

**Chalice Lighting: Kathleen**  
Reading from Nested Bowls

**Brief Check-in: All**

**Approve April 22, June 11 and May 28 Board Meetings Minutes: Carrie**

**ACTION:** motion made by Peter and seconded by Stan to approve the minutes for the June 11, 2019 Board meeting as edited tonight.

Discussion included reflection of the impact of this action in light of the 8<sup>th</sup> Principle.

**APPROVED**

**MOTION:** April 22 and May 28 minutes sent to the Board Executive Committee to vet and send out to the Board via email for an electronic vote before next monthly Board meeting.

**Use of Google Docs:** Peter to lead an offline meeting on 6/26/19 to develop a plan for Board document organization, sharing, and archiving.

**Appoint Personnel Advisory Team:** Heather asked Carrie to send her the list of names from last time. Heather has a list of names to call and will do so this week. Heather to distribute the final list for an electronic vote.

**Board Reports:**

- **Finance Officer Report: Kari**
  - We are now up to date 2018/19 on UUA Dues
  - Fundraising – lowering expectation from 20k to 16k. There will be a big FUNdraiser in November.
  - Our Endowment is now 1/3 invested in socially responsible funds
- **Senior Minister/Associate Minister Report: Kathleen**
  - **ACTION:** Motion made by Peter and seconded by Kari that the Executive of UUCA shall have signing authority on investments after consulting with the Investment Officer. Discussion included reflection of the impact of this action in light of the 8<sup>th</sup> Principle. **APPROVED**
  - At the request of the MSC, the Board postponed the ENDS work with the contractor, Laura Park, until the new ministerial team is in place.
  - The new piano will arrive this week.
  - Kathleen's Contract: **ACTION:** Motion made by Kari and seconded by Dianne to approve the amended contract for Rev. Kathleen Rolenz. Discussion included reflection of the impact of this action in light of the 8<sup>th</sup> Principle. **APPROVED**
  - Reviewed Goals for Kathleen

- Reviewed Goals for John
  - Since he was not present, need to have time to talk with John about these.
  - Form a ministerial support team or come to transition team meetings to see how he can build a support team
- Kathleen's Evaluation
- Review Kathleen's Transition Team's evaluation of her. The Board affirms their evaluation.

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

- Kathleen reports that the BBC encourages all Board members to participate an 8<sup>th</sup> Principle experiences. The entire Board agreed to read White Fragility and participate in a follow up discussion. All members also will participate in other BBC workshops/activities.

**Policies: Dianne, Peter, Stan, Heather**

- Disruptive Behavior Policy:  
As recommended during a GA workshop, "disruptive" within the document is changed to "destructive."  
**ACTION:** Motion made by Heather and seconded by Peter to approved the revised Disruptive Behavior Policy as amended this evening. Discussion included reflection of the impact of this action in light of the 8th Principle. **APPROVED**
- Change Process for Governing Documents  
**ACTION:** Motion made by Peter and seconded by Kari to approved the revised Change Process for Governing Documents as amended this evening. Discussion included reflection of the impact of this action in light of the 8th Principle. **APPROVED**

**Calendar and Highlights:**

1. Frequency of Board Meetings? Members agreed to continue with 1 meeting per month.
2. Highlights July/August due July 1, 2019

**Expectations for July 23rd Board Meeting**

GA Feedback: Jane, Leika, Heather, Phyllis, Bob  
 Confirm meeting dates  
 Review John's goals  
 Continuing Policy approvals  
 Review Board/congregational communications

**Check-out: All**

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

**Closing Words and Extinguishing the Chalice: Kathleen**

Submitted by:  
 Carrie Kotcho, Secretary