

Unitarian Universalist Church of Annapolis
Board of Trustee Meeting – UUCA Young Room
July 23, 2019 from 6:45 - 9:15 PM
Minutes Approved August 27, 2019

Board Attendees: Heather Millar, Kari Alperovitz-Bichell, Carrie Kotcho, Dianne Moreau, Peter Morse, Jane Carrigan **Other Attendees:** Intern Minister Leika Lewis-Cornell, Phyllis Culham

Opening Words: Heather

Brief Check-in: All

Discussion & Approval of April, May & June minutes: Heather

- **ACTION:** Motion made by Kari to approve the minutes of the April 22, 2019 meeting as posted July 22, 2019. Motion seconded. **Approved.**
- **ACTION:** Motion made by Peter to approve the minutes of the May 28, 2019 meeting as posted July 22, 2019. Motion seconded. **Approved.**
- Heather requested that the Board postpone approval of the June meeting minutes until the August Board meeting in order to make some additional corrections.

Nomination of Additional Members for the Personnel Advisory Team: Heather

ACTION: Heather nominated John Fischer and Melanie Keller to the Personnel Advisory Team. The slate was seconded. Reflection on the impact of this action in light of the 8th Principle. **Approved.**

Reports about GA: Phyllis Culham, Jane Carrigan, Leika Lewis-Cornwell, and Heather Millar.

The attendees reported some lovely and powerful experiences at GA. The visible inclusivity reflected in the leadership, physical arrangements in the meeting and congregating spaces and among the attendees created an environment emulating our UU ideals. Highlights from the workshops on “Combating Destructive Behavior and White Supremacy Culture” brought understandings that UUCA is not unique as we struggle to implement our support for the 8th Principle. Noteworthy is that UUCA was recognized for making a “fair share” contribution to UUA.

In stark contrast to the unifying and uplifting experiences, there was a troubling and divisive situation. A minister from Spokane, Washington, handed out a self-published book denying the existence of racism in UU Churches and pushing back against our faith’s efforts to dismantle racism within and outside our congregations. The minister declined attempts at right-relations conversations and was then asked to leave GA. The Board had a substantive discussion of this series of events and ways UUCA can address white fragility and stop harm to members of our congregation. Heather recommends that the Board and all congregants watch the UUA GA closing service to help move us towards justice and equity in all we do. <https://www.uua.org/ga/off-site/2019/worship/closing>

Request to Authorize Check Signing Authority: Heather

- Heather asked the Board to authorize Rev. John Crestwell and Pam Ausiello to sign checks for UUCA. **ACTION:** Peter moved to authorize Rev. John Crestwell and Pam Ausiello to sign checks for UUCA. The motion was seconded. Reflection on the impact of this action in light of the 8th principle. **Approved.**
- Additional discussion: Peter shared that sometimes organizations require two signatures for check payments over a set dollar amount and inquired as to whether the Board would consider

that policy. **Follow up:** Kari to investigate with Finance Committee and make a recommendation at the August Board meeting.

Reports to the Board:

- **Finance Report: Kari**
 - a. Board reviewed June 2019 finance report. It was noted that the church made up the 20% lag on pledges in June.
 - b. We added a few pledge units and are at 288.
 - c. 83% of 2019's pledge goal has been met by the end of June 2019.
 - d. Dan Moreau has joined the Endowment Committee.
 - e. The Fundraising Committee asks all Board members to contribute an individual auction item/experience and for the Board to offer an auction item as a group.
 - f. The Finance Committee discussed a Legacy Society to encourage members to designate UUCA in their estate plans. Information, communication, and education will need to be in place to make this successful.

- **Minister's Report: Heather (John & Kathleen were not present)**
 - a. Board reviewed and discussed Rev. John's 2019-2020 Goals
 - b. The Board discussed the idea of creating a Ministerial Support Committee for each of our called ministers to support their growth and professional development. This was done for Rev. Fred Muir in the past.

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

Board discussed adding recognition of Rev. John's 10 years of service to UUCA on September 8.

Board Self-Evaluation: Heather

- Heather shared with the Board a questionnaire used by former UUCA Board to allow Board members to self-evaluate the operations, functionality, and effectiveness of the Board.
- **Follow up:** All Board members are to review, and comment on the questionnaire located in the August 2019 Board folder before the August Board meeting.
- Reflection on the impact of this action in light of the 8th Principle.

Governing Policies: Heather

Due to the late hour and time required for review, the Board decided to postpone additional review of Governing Policies to our August meeting.

Calendar and Highlights Review: Heather

- September 8: In Gathering
- November and December Board meeting dates?
- December 8: Congregational Meeting

Expectations for Next Board Meeting:

- Opening/Closing – Dianne
- Review of Governing Policies
- Discuss Board Self-Evaluation
- Kari to present Finance Committee recommendation on 2 signature threshold for checks

- Board FUNdraiser offering
- Range for new minister
- Carrie not here

Closing Words: Heather

Submitted by: Carrie Kotcho, Secretary