

Unitarian Universalist Church of Annapolis
Board of Trustees Meeting
UUCA Library; August 27, 2019; 6:45 pm – 9:30 pm
Minutes Approved 9/24/19

Attendance: Peter Morse, Heather Millar, Jane Carrigan, Rob Malone, Dianne Moreau, Kari Alperovitz-Bichell, Rev. John Crestwell, Rev. Kathleen Rolenz

Chalice Lighting: Dianne

Reading from Devotions, Mary Oliver

Brief Check-in: All

Approve Consent Agenda: Jane

ACTION: Motion made by Heather and seconded by Peter to approve the consent agenda as posted on the UUCA Board of Trustees Documents on August 24, 2019 that contained the minutes for the June 25, 2019 and July 23, 2019 Board meetings.

Discussion included reflection of the impact of this action in light of the 8th Principle.

APPROVED

Discussion of BEEC2 Work and Plans and Possible Capital Campaign:

Kathleen, Heather

- BEEC2- Heather had previously sent extensive notes from BEEC2 to all Board members. The members of this committee have worked diligently and professionally to coordinate the needs of our church with a realistic financial plan. A discussion was held on this topic. A general consensus was reached to receive information from Megan Foley regarding how to navigate this process while undergoing a ministerial search. Jane, Peter and Heather agreed to meet with BEEC2 for further discussion.
- Capital Campaign-The Board is reluctant to begin a Capital Campaign at this time of economic uncertainty and while we are under search.

Board Self-Assessment Survey

Jane passed out copies and the document was discussed. No edits were suggested and it is due to Heather by September 10.

Third member of Board Executive Committee

Jane explained the role of the 3rd member for the Executive Committee. Rob Malone volunteered to be the next member for the next quarter.

Board Reports:

- **Finance Officer Report: Kari**
 - Kari reported that we are generally in good shape even with less money coming in for August pledges. Detailed reports were placed on the Google Drive Board Documents.
 - John will continue to oversee making a monthly videotape and testimonials to support financial growth.
- **Executive/Ministers Report: Kathleen and John**
 - Beginnings of Budget Considerations-Executive Team will begin next week to look at next year's budget.

- Sept. 8 will be the date of the All Church Picnic and recognition for John's 10 year anniversary at UUCA.
- Fall Festival Auction will be held Nov. 9. The Board agreed to donate a bottle of wine each to make a "Heavenly Beverage Basket."
- Kathleen shared the Ministry Team Organizational Chart for 2019-2020.
- "PUURL" handout was introduced.
- Choir update-Kathleen updated the Board on next steps with the Choir and communicated that the hiring process will be expedited.
- UUCA Staff retreat will be held this Thursday, August 29. Staff training will include information regarding the Congregational vote-to support and implement the 8th Principle.
- John expressed gratitude for all the church members who drove him to his treatments. He and Kathleen are looking into ways to continue the powerful relationship building that occurred during this process of coffee with the Rev. or driving with the Rev.
- Outreach Campaign-John shared how he is learning to better use Facebook and other media platforms to make contact with potential members. He stated that this may require funding in the future.

Executive Session

Heather moved that we go into Executive Session. Jane seconded. At 8:30 PM we went into Executive Session to discuss a matter pertaining to the Disruptive Behavior Policy. Heather moved to come out of Executive Session, Peter seconded. We came out of Executive Session at 9 PM.

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.

Heather reminded us that all Board members agreed to participate in 8th Principle experiences. The entire Board agreed to read White Fragility and participate in a follow up discussion. A summary of our individual anti-racism trainings is due to Heather.

Governing Policies: Dianne, Peter, Heather

- Governing Policies—Introduction p. 3
The subcommittee will rewrite some of the Introduction pertaining to Board/Ministers/Executive Relationship.
- Governing Policies—Executive Limitations
2.1 Anti-racism, Anti-Oppression Commitment #5: Discussion was held on the following: "The Administrative Team shall not engage vendors in an amount greater than \$20,000 annually without assessing and educating any such vendor using a matrix of values which includes, but is not limited to anti-racism, anti-oppression, multiculturalism and class inclusion." p. 5 of Policies
Kathleen will contact Unity Unitarian to ask how they implement this limitation.
- We will return to the policy discussion at the beginning of the next meeting.

Plans for September 8: Dianne

Dianne shared the plans for September 8 to honor Rev. John's 10 years with us. A plaque has been ordered and Lisa Fleeharty and Nancy Somers are working on a stole. John's favorite desserts have been requested as part of the picnic foods.

Calendar:

1. September 8 In-Gathering
2. September 29: Volunteer Fair
3. November 1-2: Beyond Categorical Thinking
4. November 3: Keith Kron Preaches
5. November 26: Board Meeting
6. December 8: Congregational Meeting
7. December 10: Board Meeting

Expectations for September 24th Board Meeting

Policy Document work will be first.

Overarching Goals for the Board for 2019-2020

Check-out: All

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

Closing Words and Extinguishing the Chalice: Dianne

Submitted by:

Dianne Moreau, Trustee, substituting for Secretary