

Unitarian Universalist Church of Annapolis
Board of Trustee Meeting
December 10, 2018
UUCA Library: 6:48 - 9:40 PM
Minutes Approved

Board Attendees: Heather Millar, Craig Beyler, Kari Alperovitz-Bichell, Caryn Jackson, Dianne Moreau, Rob Malone, Stan Haavik, and Rev. Kathleen Rolenz. **Other Attendees:** Staff: Rev. John Crestwell

Opening Words: Dianne

Brief Check in: All

Power Question: What practices inhibit growth at UUCA?

Lively discussion that included ideas that we often do not reach out to and do not do exit interviews with those that leave the church; we do not laugh or have as much fun together as we used to, noting that we have not done a dinner or revue in a long time; fear of change and as a result we stay stuck in our old routines; lack of commitment to growth; scheduling events during worship; we are not mentoring new leaders and failing to use the talent in our congregation; lack of a firm commitment to family ministry; meeting space is limited; parking is limited and this problem is exacerbated by middle hour.

Approve September Board Minutes

- **ACTION:** Motion made by Craig and seconded by Rob to approve the Minutes of the November 6, 2018 Board meeting as corrected tonight. Reflection on how the minutes are connected to the 8th principle. **Approved.**

Follow up to December Congregational Meeting: Craig

- Comments on the meeting: general consensus that it was well-run, with particular praise for Kari's budget presentation and Heather's effort of presenting all the parts of this church's ongoing efforts, including her search committee selection process skit; discussion about the two instances where members views clashed with our 8th principle; discussing about moving congregational meetings off of worship times.

Reports to the Board:

- **Finance Officer Report: Kari**
 - Reviewed and discussed the January to November 2018 Monthly Finance Report. Noted that \$35,000 cash available for operating expenses is half of what we like it to be.
 - Kathleen and John agreed to look into turning in paperwork for \$7,000 matching pledge grant.

We considered our work in light of the 8th principle to accountably dismantle racism and other oppressions in ourselves and our institutions. Specifically, in our congregational meeting; our current board meeting; and discussion of a Board mini-retreat to discuss the interaction between the Board and the 8th principle, whether to focus internally within the church or externally with the community, and how the Board will demonstrate living up to the 8th Principle. Heather, Craig, and ministry team will meet to begin to plan the focus, agenda, and time for the 8th Principle mini-retreat.

- **Senior Minister/Associate Minister Report: Kathleen and John**

- Board reviewed four page executive report.
- Reviewed and discussed a draft grievance policy. Discussion about the composition of the personnel team with a possible resolution that the executive chooses and the board approves any committee. Suggestion that there be separate paragraphs for conflicts between ministers and conflicts between ministers and those they supervise. Kathleen will revisit policy and bring back for Board's approval.
- Middle hour is under tremendous stress and will be enforcing rules so that other programs have space and time. Kathleen advised that business and social justice programs are dominating, which leaves little time for programs on spiritual growth. She advised that business sessions will occur only once a month and the BBC and Inquirers series will take a break for 2 weeks after each of their 8 weeks session before starting their next 8 weeks sessions. This will ensure that other programs will have space and time.
- John advised that he was recently a guest speaker on WNAB radio discussing the UUCA.

Governance Team Report: Heather

- Board agreed with the following recommendations by the Governance Team, that we: continue with a form of policy-based governance, rewrite our bylaws and Articles of Incorporation and eliminate our constitution; still have no consensus about whether to change Board's composition so that nominating chair is a voting member; and eliminate the position of moderator because we can always appoint if needed.
- Question arose about when the bylaws will become effective. This question will affect the Nomination Committee, the Board, and our transition to settled ministry.

Search Committee Selection: Heather

- Board reviewed working two-page draft by Heather, Rob, Stan and Nancy Somers (that was also sent to Kate Walker who approved) about the time line and actions required for selecting the Search Committee. Discussion that the telephone calls will be fairly scripted; we may take as many names as given; each member (not household) gets to vote. Noted that if the board and nominating members (7 + 8) call congregational households (350), each person will make about 22 calls.

The Board took a moment to acknowledge our enormous gratitude to Susan Eckert for her years of devoted service and dedication to this church.

Closing Words - Dianne

Expectations for next Board meeting

Powerful question; finalize plans for calling the congregation about Search Committee selection; finalize grievance policy; metrics; change meeting dates to fourth Mondays; 8th principle mini-retreat; Caryn to open/close.

Submitted by: Caryn Jackson, Secretary