

Unitarian Universalist Church of Annapolis
Board of Trustee Meeting
February 25, 2019 from 6:49 - 9:48 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
Governance Team 2: Evelyn Spurgin and Karen Murphy-Keddell

Opening Words: John

Brief Check in: All

Approve January Board Minutes: Caryn

- **ACTION:** Motion made by Heather and seconded by Dianne to approve the Minutes of the February 11, 2019, Board meeting, as amended tonight. Reflection on the impact of this action in light of the 8th principle. **APPROVED.**

Check in around progress of congregant calls for selecting the Ministerial Search Committee.

Draft Agenda for the Congregational Meeting: Heather

- Board reviewed draft Agenda.
- Board discussed how to properly handle 8th principle issues at Congregational Meeting in a manner similar to that used at General Assembly – that members of a “Right Relations Committee” will monitor the meeting and report back to the congregation at the end of the meeting. The Board will finalize a plan at our next meeting.

Reports to the Board:

- **Finance Report:** Kari
 - Kari to meet with finance committee tomorrow. She will have the church’s year-end report at our next Board meeting. Generally, all looks good.
- **Minister’s Report:** Kathleen
 - Board reviewed a new draft of the Grievance Policy, noting that this draft creates a standing Personal Advisory Team that is comprised of one person from the Board, two congregants chosen by the Board, and one chosen by the executive.

We considered our work in light of the 8th principle to accountably dismantle racism and other oppressions in ourselves and our institutions.

Governance Team Report: Craig

- Board reviewed a draft of the “UUCA Proposed New Bylaws: Implementation Timetable.” Board will adopt the timetable next week.
- Board reviewed the following Bylaw amendments:
 - **1- Section II.** – The Board discussed but did not take action.
 - **2- Section VI., A.** – proposal to delete president and vice-president designations on the Board in favor of co-chair presidents.

- **ACTION:** Motion made by Craig and seconded by Rob to reject this proposed amendment for the reasons stated in the rationale portion of the amendment form. Reflection on the impact of this action in light of the 8th principle. **APPROVED.**
- **3- Section VI., C.** – proposal to delete president and vice-president designations on the Board in favor of co-chair presidents.
 - **ACTION:** Motion made by Caryn and seconded by Stan to reject this proposed amendment for the reasons stated in the rationale portion of the amendment form. Reflection on the impact of this action in light of the 8th principle. **APPROVED.**
- **4- Section VI., D.2.** – three proposals
 - Add the following language after Ends policies: “which are aligned with our values, the seven UU Principles, and our commitment to the 8th principle,” and later in the sentence change “principal” to “primary”
 - **ACTION.** Motion made by Dianne and seconded by Rob to accept amendment as changed. Reflection on the impact of this action in light of the 8th principle. **APPROVED.**
 - Add the word “accountably” between “is” and “incorporated.”
 - **ACTION.** Motion made by Dianne and seconded by Stan to accept amendment as changed. Reflection on the impact of this action in light of the 8th principle. **APPROVED.**
 - Add language: “Ensure that all board members and members of board committees attend annual leadership training that will include anti-racism/anti-oppression training.”
 - **ACTION.** Motion made by Heather and seconded by Dianne to reject this proposed amendment for the reasons stated in the rationale portion of the amendment form. Reflection on the impact of this action in light of the 8th principle. **APPROVED.**
- **5- Section VII., A.** – the Board discussed but did not take action.
- **6- Section VII., Section B.1.** – proposal to add language: “Ensure that dismantling racism and other oppressions is accountably incorporated into the work of the committee.” Board decided to move this idea to first paragraph of Bylaw VII and changed language to “Each Team and Committee must ensure that dismantling racism and other oppressions is accountably incorporated into the work of the Team/ Committee.”
 - **ACTION.** Motion made by Heather and seconded by Rob to accept amendment as changed. Reflection on the impact of this action in light of the 8th principle. **APPROVED.**
- **7- Section VII., B.2** – the Board discussed but did not take action.
- **8- Section VII., C.3.** – the Board discussed but did not take action.
- **9- Section VII., C.5.** – proposal to add the following language: “The Nominating Committee shall ensure that dismantling racism and other oppression is accountably incorporated into the work of the committee. This will include consideration of the nominees’ preparedness into the work of the committee. This will include consideration of the nominees’ preparedness to incorporate an anti-racist/anti-oppression lens into the work for which they are being considered.” Board changed to include at the end of the sentence about the Nominating Committee after “and diversity”: “This will include

consideration of the nominees' preparedness to incorporate an anti-racist/anti-oppression lens into the work for which they are being considered."

- **ACTION.** Motion made by Kari and seconded by Caryn to accept amendment as changed. Reflection on the impact of this action in light of the 8th principle.

APPROVED.

- **10- Section VIII., A.4.** – proposal to insert the word "accountably" between "is" and "incorporated" and insert the word "programs" between "work" and "of."

- **ACTION:** Motion made by Kari and seconded by Dianne to accept amendment. Reflection on the impact of this action in light of the 8th principle. **APPROVED.**

Closing Words – John

Expectations for next Board meeting

Opening/closing; edit new Bylaws; Agenda for April Congregational Meeting

Submitted by: Caryn Jackson, Secretary