

**Unitarian Universalist Church of Annapolis**  
**Board of Trustee Meeting – UUCA Library**  
**March 25, 2019 from 6:47 - 9:18 PM**  
**Minutes Approved 4/22/19**

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

**Opening Words: Heather**

**Approval of Board Minutes: Caryn**

- **ACTION:** Motion made by Craig and seconded by Rob to approve the Minutes of the March 5, 2019, Board meeting, as distributed on March 24. Reflection on the impact of this action in light of the 8<sup>th</sup> principle. **Approved.**
- **ACTION:** Motion made by Heather and seconded by Craig to approve the Minutes of the March 11, 2019, Board meeting as amended. Reflection on the impact of this action in light of the 8<sup>th</sup> principle. **Approved.**
- **ACTION:** Motion made by Heather and seconded by Rob to approve the Minutes of the March 18, 2019, Board meeting as amended. Reflection on the impact of this action in light of the 8<sup>th</sup> principle. **Approved.**

**Selection of the Search Committee: Heather and Rob**

- Board discussed having the candidates introduce themselves to the congregation; the number the ballots to print; Board members will collect the ballots and give them to Rob; and to create a ritual during the service the following Sunday to celebrate those serving on the Ministerial Search Committee.

**Reports to the Board:**

- **Finance Report: Kari**
  - Board reviewed March 2019 finance report and canvass details. It was noted that the church's expenses are more than pledges by about \$20,000 because congregants have not fulfilled pledges as due.
  - Still looking for volunteers to lead our Fall fundraiser.
- **Minister's Report: Kathleen and John**
  - Board reviewed Administrative and Ministry Team report.
  - A Board member noted that we should have a press-release icon on our website
  - Kathleen drew our attention to several matters: First, whether the Board wished to have Laura Park help us this Fall during the cottage meetings, to help create value questions that would help both our ministerial search and inform our new Ends statements or whether we should stretch out the deadline for finalizing the Ends statements to the end of 2020. The Board discussed and chose the former. Second, whether the Board wished to have an executive policy to monitor the church's performance implementing the 8<sup>th</sup> principle rather than relying on the Building the Beloved Community (BBC) to do this work. The Board agreed that Heather, Peter, Stan, and John would work on creating a policy, with "Policy J" as a point of reference. Third,

Kathleen brought to our attention that when the Board decides to discuss staff disagreements we are not doing Board work. Fourth, we have one DRE candidate so far and an April 1 deadline.

As we continue our meeting, we took 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.

**Congregational Meeting: Heather**

- Board discussed set-up before the meeting, the Agenda, the 8<sup>th</sup> principle exercise and collection of exercise notes, and counting the ministerial search committee ballots after the meeting.

**Closing Words – Heather**

**Submitted by:** Caryn Jackson, Secretary