

Unitarian Universalist Church of Annapolis
Board of Trustee Meeting
UUCA Library, March 5, 2019 from 6:47 - 9:40 PM

Board Attendees: Heather Millar, Craig Beyler, Kari Alperovitz-Bichell, Caryn Jackson, Dianne Moreau, Rob Malone, Stan Haavik, and Peter Morse. **Other Attendees:** Staff: Rev. John Crestwell; Governance Team 2: Evelyn Spurgin, Bryan Barrett, and Karen Murphy-Keddell

Opening Words: Heather

Brief Check in: All

Election of New Board Member, Peter Morse: Heather

- **ACTION:** Motion made by Rob and seconded by Kari to nominate Peter Morse for the At-Large Board position for the remainder of the term. Reflection on the impact of this action in light of the 8th principle. **Approved.**

Draft of the Agenda for the Congregational Meeting: Heather

- Board reviewed draft Agenda.
- Heather noted that there will be a brief 8th principle exercise for congregants at the meeting; that she will publish the Agenda ahead of time for people to think about the exercise; and that the meeting will be monitored by a "Right Relations Team" with more details to follow.

Reports to the Board:

- **Finance Report: Kari**
 - Board reviewed January 2019 finance report and canvass details. It was noted that we have a deficit in January but plenty of pledges.
 - Budget surplus of around \$50,000 for 2018.
 - We need volunteer leaders for our Fall fundraiser.
- **Grievance Policy: Dianne**
 - Board suggested that we pick members for the Personnel Advisory Team in May.
- **Minister's Report: John**
 - Board reviewed Administrative and Ministry Team report.
 - John advised the Board about technology updates including a new internet server.
 - **ACTION:** Motion made by Heather and seconded by Rob to go into executive session to speak about a personnel matter. Reflection on the impact of this action in light of the 8th principle. **Approved.**
 - **ACTION:** Motion made by Kari and seconded by Rob to exit executive session. Reflection on the impact of this action in light of the 8th principle. **Approved.**

Governance Team Report: Craig

- Board reviewed short and long version of timeline to implement new Bylaws.
- Board reviewed the following proposed Bylaw amendments:

- **1- Bylaw IX., A.** – proposal to establish a personnel team and ensure executive team and staff members attend annual training that includes anti-racism/anti-oppression training.
 - **ACTION:** Motion made by Heather and seconded by Stan to reject this proposed amendment for the reasons stated in the rationale portion of amendment form. Reflection on the impact of this action in light of the 8th principle. **APPROVED.**
- **2- Bylaw IX., B.2.** – proposal to add the following language: “All members of the Executive Team shall ensure that dismantling racism and other oppressions are accountably incorporated into their work and all program of the church.” We changed to: “All members of the Executive Team shall incorporate accountably dismantling racism and other oppressions into their work and all programs of the church.”
 - **ACTION:** Motion made by Dianne and seconded by Kari to accept proposed amendment as changed. Reflection on the impact of this action in light of the 8th principle. **APPROVED.**
- **3- Bylaw VIII., B.1** – proposal to insert between “Association and “Called” the following language: “and shall ensure that dismantling racism and other oppressions is accountably incorporated into the work of the committee. This will include consideration of the candidates’ preparedness to incorporate an anti-racist lens into their ministerial work and to otherwise accountably dismantle racism and other oppression in their ministry.” The Board changed second sentence to: “Among the qualifications the committee will consider is the candidates’ preparedness to incorporate an anti-racist lens into their ministerial work and to otherwise accountably dismantle racism and other oppression in their ministry.”
 - **ACTION:** Motion made by Heather and seconded by Kari to accept this proposed amendment as changed. Reflection on the impact of this action in light of the 8th principle. **APPROVED.**
- **4- Bylaw III., A.1.** – three proposals to change age of membership from 16 to 14 with one suggesting returning to the current language that includes “Members under eighteen (18) years of age will be designated as ‘Junior Member.’ “
 - **ACTION.** Motion made by Dianne and seconded by Peter to accept changing the age of membership from 16 to 14. Reflection on the impact of this action in light of the 8th principle. **APPROVED.**
 - **ACTION.** Motion made by Dianne and seconded by Peter to accept in principle the change in age by reverting to the current language. Discussion included that the new language expands membership for those who are 14 through 17 years of age to full membership. Reflection on the impact of this action in light of the 8th principle. **APPROVED.**
- **5- Bylaw V., C.** – proposal to change the notice for Congregational Meetings from twenty (20) days prior to the meeting date to fourteen (14) days prior to the meeting date.
 - **ACTION.** Motion made by Rob and seconded by Dianne to accept this proposed amendment. Reflection on the impact of this action in light of the 8th principle. **APPROVED.**
- **6- Bylaw VI., G.** – proposal to add language at the beginning of section: “An officer or Trustee may resign from the Board by writing a letter or email stating the date of

resignation to the President.” Changed to “Any resignation by an officer or trustee shall be in writing to the Board of Trustees stating the date of resignation.”

- **ACTION.** Motion made by Stan and seconded by Caryn to accept amendment as changed. Reflection on the impact of this action in light of the 8th principle. **APPROVED.**
- **7- Bylaw VII., C.1** – proposal to change “second full term” to “two additional full terms”
 - **ACTION.** Motion made by Rob and seconded by Kari to accept amendment. Reflection on the impact of this action in light of the 8th principle. **APPROVED.**
- **8- Bylaw VIII., F.1** – proposal to replace “competent” with “exceptional”. Board decided to remove the word “competent”.
 - **ACTION.** Motion made by Heather and seconded by Peter to accept amendment as changed. Reflection on the impact of this action in light of the 8th principle. **APPROVED.**

Closing Words – John

Expectations for next Board meeting

Opening/closing (Rob); edit new Bylaws; draft Agenda for April Congregational Meeting

Submitted by: Caryn Jackson, Secretary