

Unitarian Universalist Church of Annapolis
Board of Trustees Meeting
UUCA via Zoom; March 24, 2020
6:56 pm – 9:25 pm

APPROVED MINUTES 4/28/2020

In attendance: Heather Millar, Kari Alperovitz-Bichell, Carrie Kotcho, Rev. Kathleen, Stan Haavik, Jane Carrigan, Peter Morse, Rob Malone, Dianne Moreau, Rev. John

Chalice Lighting and Opening: Stan

Check In: All

Approve Minutes for the February 25, 2020 and March 11, 2020 Board Meetings: Carrie

Action: Motion made by Rob and seconded to approve the Minutes of the February 25, 2020 Board meeting and March 11, 2019 Special Board meeting as posted on 3/23/20. **Approved.**

Updates: Heather

Board members discussed a letter to the Board from Craig Beyler received today 3/24/20 regarding governing policies and Bylaws relating to the Executive Committee of the Board. The Board understands Craig's points and will look at the Board Policy in-question in the future.

Plan: Kari will reply to Craig via email informing him that we will do that.

Action: Motion made by Dianne and seconded to approve the action taken on March 19, 2020 by the Board's Executive Committee to postpone the Annual Congregational Meeting originally scheduled for April 5, 2020. Discussion. 8th Principle was considered. **Approved.**

The Board directs the Executive Team to develop alternate ways to hold the Annual Congregational Meeting while social distancing – of particular concern are: check-in process, voting process, and inclusion of those who may not have the technology to participate online. Board members discussed the pros and cons of postponing longer term versus pushing to reschedule as soon as possible. The Board will schedule a special meeting in two weeks on April 7th to review the Executive Team's recommendations and make decisions on when and how to hold the Annual Congregational Meeting.

The Board expressed its hope that we can follow the same or similar approach to Candidating Week and the Congregational Meeting to call our new minister.

Rev. Kathleen shared that she expects some guidance from UUA on virtual candidating options soon.

BEEC2

Kari shared UUCA's current investment positions given the recent drops in the stock market. The Investment Officer will direct that we liquify the portion of our BEEC2 investments that has not lost value to take the cash in hand. The potential priority of projects discussed were:

- a. Ramp
- b. Shower
- c. Entrance
- d. Lobby
- e. Kitchen

Plan: Heather will ask BEEC2 to get designs and competitive cost estimates using their current remaining BEEC2 funds of 8k with the understanding the Board expects a not-to-exceed budget of \$105k for the entire portfolio of projects and has a prioritized list of project elements (See list above). Concerned was raised about this amount of money. The actual expenditure of the \$105k will be discussed during Congregational Conversations. BEEC2 requests will be on the agenda of the Annual Congregational Meeting.

Ministers' Report: John, Kathleen

- The BBC requests a time with the Board to have a dialog about the 8th Principle. The Board sees value in what they shared and will work with BBC on setting a date. The Board wants to lead the Congregation in this work and will ask BBC how they can support that Board work and how to best collaborate (e.g. regular meetings, types of communications etc.)
 - It is the Board's work to interpret the congregational vote to support the 8th Principle and to create a plan for how the 8th Principle will be monitored and reported; and as a result of this monitoring, create new policies and/or allocate funding in support of the 8th Principle.
- The Ministry and Care Teams as well as Small Group Ministry leaders are reaching out to communicate with folks via phone, social, email to make sure all members feel connected during our closure.
- Stewardship with Mark Ewert – The Board discussed how we might proceed given the current COVID-19 crisis. The Board will look into what work we can do with him now or advise that we postpone our work with him.
- All UUCA staff will be paid through March – non-essential personnel will see a reduction of hours (like daycare) or may be furloughed. See the Ministers' report for more detail.
- Rev. Kathleen shared her goals document with the Board as an FYI. No action needed now.

As we continued our meeting, the Board took time to consider our work

in light of the 8th Principle to accountably dismantle racism and other oppressions in ourselves and our institutions.

Finance Reports: Kari

Liz Yoder has now joined the Finance Committee. February was a good month for paid pledges. Early indicators are looking like March is on track as well. Jackie and Charlie made lots of personal contacts in January and February. Operating funds are looking good. Some expenses are going down a bit due to our building's closure, but also some income like rentals and Camp Beagle are in question. See the Finance report for details on investment positions and directions given to UUCA's investment advisor. The Board discussed continued interest in moving any new investments into socially responsible funds.

Congregational Meeting: Heather

The Board discussed the agenda for the Annual Congregational Meeting and Heather noted that the BBC recommends we share a video on Microaggressions.

Calendar: Heather

We will have a Congregational Conversation 3/25/2020, 7:30 – 8:30pm
Additional Board Meeting April 7, 2020 7:00 PM

Expectations for April 28 Board Meeting: Heather

- Opening/Closing
- Finance and Executive/Minister Reports
- Governing Policies - Executive Committee's ability to act on behalf of the Board
- John's Goals
- Meetings for new Board

Action: Motion by Dianne to go into Executive Session for discussion of confidential issues including personnel and legal matters. Seconded. Rev. Kathleen was excused from the Executive session. Discussion. **Approved**

Action: Motion by Carrie to leave Executive Session. Seconded. Discussion. 8th Principle was considered. **Approved.**

Action: Motion by Peter to submit a Congregational communication dated 3/25/20 regarding the Ministerial Search and supplemental funding of our ministerial salaries. This communication indicates the intentions of the Board. Seconded. Discussion. 8th Principle considered. **Approved.**

Check-out: All

Closing Words and Extinguishing the Chalice: Stan

9:25

Meeting Adjourned

Minutes Submitted by: Carrie Kotcho, Secretary