

Unitarian Universalist Church of Annapolis
Board of Trustees Meeting
Zoom; December 22, 2020
6:55 pm – 9:20 pm
Approved Minutes

In Attendance: Carrie Kotcho, Kari Alperovitz-Bichell, Heather Millar, Jane Carrigan, Peter Morse, Rev. John Crestwell, Rev. Anastassia Zinke, Jenn Pollitt Hill, Stan Haavik, Linda Mundy

Chalice Lighting and Opening Words: Jane

6:55

Check-in: All

Everyone shared a favorite memory of the holidays or a holiday tradition you will carry on but adjust for Covid times this year.

Approve November Board Meeting Minutes: Carrie

Will approve at the January meeting.

Reports:

Finance: Kari

Cash available for operating is \$29.6K, down from \$44K (does not include the \$78K PPP loan). Presuming the PPP loan is forgiven (expected) we would have \$108K cash available for operating. We have enough to operate, however it takes about \$60K per month to run UUCA.

Pledge dollars for May and June were quite low, approximately \$32K, then July was better, \$53K, August and September both lower, \$33K both months (a typical amount for both months). October was better, \$61K, November was \$37K.

2020 pledges as of today total \$532K. The budgeted number was \$560k for 2020. The recently passed 2021 budget calls for \$617K.

The End of Year Appeal is up to \$18K (as of today). This exceeds our target of \$15K.

Action: Motion by Kari and seconded that Liz Yoder be added as a member of the Endowment Committee. Discussion. 8th Principle Considered. **Approved.**

Action: Motion by Jane to add Peter Morse to the Finance Committee. Discussion. 8th Principle Considered. **Approved.**

Ministers/Executive: John, Anastassia

Rev. John directed the Board's attention to the Ministers' highlights of 2020 report and suggested that the Board discuss it in more detail at the January meeting. Board members expressed appreciation for an annual highlights report and agreed it will help the Board prepare for the work ahead in the coming year.

Rev. John reported the good news that UUCA grew by 48 new members in 2020 even with closure due to COVID-19.

The Ministers are convening a small group of members to advise the staff on how to safely return to UUCA in 2021. Some who have already agreed to join the group are Scott Eden, Lex Robertson, Kari Alperovitz-Bichell, Peter Morse, myself (Rev. John) and Pam & Julie from the staff. Rev. John stated he is hopeful that we will return to Sunday services in the spring but based on current data feels more confident of this occurring by "In-gathering" service in September of 2021.

Rev. John provided the Board with an overview of the written Ministers' Report which is organized by our Ends Statements. Highlights include: The ministers are working with Board Member and Nominations Committee chair Linda Mundy in launching our 2nd UUCA leadership training in February 2021. The Ministers have engaged anti-racism coach, Julica de la Hermann, to build more trust and collaboration between the ministers and BBC/POC members.

Rev. AZ reported that the leadership development series being planned will encourage participants to reach out to current leaders for information on specific topics and generally to ask questions. The hope is that this will build a pattern of engagement between current leaders and new, emerging leaders. She also remarked that she feels good about where the congregation is right now and is looking forward to the opportunity to plan our return to in person church. She is looking at threshold moments – how do we want to make this special? What work do we want to do now to prepare to “bring those things back” to the in-person experience? This is the optimal time to create new habits so when we are back together, we are not falling into old nonfunctional habits.

As part of their visioning work, the Ministers are proposing some reading/study activities.

- ***Widening the Circle of Concern*** – This is a recommendation by Rev. AZ. Potentially, there would be two leadership groups – one study guide taskforce to come up with recommendations to the congregation and another group that would be an implementation taskforce. The Board is welcomed to participate in either the study guide or implementation taskforce.
- ***Emergent Strategies*** is another book for discussion. It focuses on a different way to engage in the landscape we are leading in.

The Board held a deep discussion about their involvement with BBC and how we can strengthen the BBC/BOT relationship as well as how best to engage in the various texts suggested by the Ministers.

Board members discussed a differentiation between our role as leaders and models vs the duties set forth in the bylaws. All agreed that the Board is responsible for both and that each of us are responsible for our own self-work and doing some of that work in full view of the congregation.

Board members endorse the Ministers plan to run a program centered on *Widening the Circle* and stand behind and commit to participating as individuals. Each Board member committed to read the Introduction and chapter 1. Heather agreed to report on the Introduction and chapter 1 at the January Board meeting.

Rev. AZ pointed out that a correction needed to the Ministers' report – Rev. Muir spoke on November 29th not 30th

Finalize Accountability Check List: Jenn, Heather, Linda, Kari, Carrie

Linda walked the Board through what an Identity Caucus is and how it is used as a tool as well as exploring the definition of “centering” in our BBC context.

ACTION: Motion made by Jane and seconded to approve the Accountability Checklist and publish it in the Board Binder with the Board Covenants and Agreement as well as in *In the Know* and the Board section of the website. Discussion. 8th Principle Considered. **Approved.**

As we continued our meeting, we took time to consider our work in light of the 8th Principle to accountably dismantle racism and other oppressions in ourselves and our institutions.

December Congregational Meeting Follow Up: All

BOT members heard positive feedback on how well the meeting was run and that it was evident how much work went into it. Heather asked Board members for any feedback on any/all these aspects of the meeting.

- 1) Logistics
 - a) Pre-meeting preparations
 - i) Congregational Conversations
 - ii) Website
 - b) During the meeting
 - i) PowerPoint
 - ii) Timing
 - iii) Voting
 - iv) Presenters
- 2) The Meeting
 - i) Right Relations Team
 - ii) 8th Principle Activity

A question was raised about whether members accessed the Congregational Conversations that were recorded. Heather will ask Jannina for views.

BEEC2: Heather

Heather reported that she attended a very technical meeting of the Committee. The County is reexamining our kitchen and we need to change our plans, so the County codes donot come into play. The architect is helping BEEC2 work through that. Heather remarked on the high level of detail and expertise of our BEEC2 members.

Board Policies: Postponed to January Meeting

1. Disruptive Behavior Policy
2. Change Process for Governing Documents

Covenants: Postponed to January Meeting

1. Board Add SAE Model
2. Ministers/Executives

Because of the late hour, this idea was mentioned but moved to January's agenda for additional details.

GA Proposals: Heather, Anastassia, John

1. Presentation initiated by Jackie Pruner about going to GA. Report out 2020 and...
2. Encouraging participation in 2021 including sponsoring and buddies
3. Propose Workshops for 2021 and beyond (our church has learning to share)
 - a. 8th Principle Task Force and vote
 - b. Implementation of "accountably" by BBC and Board
 - c. Ministers of Equal Standing

Expectations for January Board Meeting

- Opening/Closing -- Carrie
- Accountability Observer -- Linda
- GA Presentation
- Stewardship

Check-out: All

Are we living up to our commitments to the Congregation and to each other?

Closing Words and Extinguishing the Chalice: Jane
Submitted by Carrie Kotcho, Secretary

9:20pm