



Unitarian Universalist Church of Annapolis

UUCA Board of Trustees Meeting

Zoom: April 28, 2020: 6:58 - 9:20

Approved Minutes 5/26/2020

In Attendance: Carrie Kotcho, Heather Millar, Rob Malone, Kari Alperovitz-Bichell, Jane Carrigan, Diane Moreau, Rev. Crestwell, Rev. Zinke, Peter, Stan Haavik
Guests: Jan Bird, Jenn Pollitt Hill, Karen Murphy-Keddell, Terri Werner

Approve changes to this Agenda: Heather

ACTION: Motion made by Dianne and seconded to approve this agenda as revised on 4/26/2020 and posted in the Board Google Drive April Board Meeting folder on that date.

Approved

Chalice Lighting and Opening Words: Rob

Brief Check-in – All, including Jenn Pollitt Hill and Rev. Anastassia Zinke

Minutes for Board meetings: Carrie

ACTION: Motion made by Jane and seconded to approve the minutes of March 24, 2020 as distributed April 28, 2020. **Approved**

ACTION: Motion made by Peter and seconded to approve the minutes of April 7, 2020 as distributed April 28, 2020. **Approved**

Welcome to Rev. Anastassia and Jenn!

Our called minister candidate spoke to the Board and discussed her thoughts on stewardship and Board work. Jenn Pollitt Hill joined the meeting to introduce herself as our candidate for at-large member of the Board.

Congregational Meetings: Heather

Discussed preparations for the May 3 and May 17 Congregational Meetings and finalized the rules by which to run those meetings using Zoom. The rules will be published on the UUCA website and shared with the congregation.

Plan: The Board decided it will meet at 7pm on May 11 to work on language for the motions related to BEEC2.

ACTION: Motion made by Kari and seconded to use the rules published in the Board Google Drive April Board Meeting folder dated 4/28/2020 for the May 3, 2020 and May 17, 2020 Congregational Meetings using Zoom. Discussion. 8th Principle considered. **Approved**

Members will need to pre-registrations for the May 3 meeting and separately for the May 17 meeting.

Effective Date for New Members: Jane

ACTION: Motion made by Heather and seconded to make the effective date of membership for Sally Vavrek, Leigh Tuner, Lisa Phipps, Glen Noyles, Kristy Mutchler, Kirk Mutchler, John Maher, Heather Maher, Acacia Holliday, Benjamin Henry, Hilary Goulet, Charlene M. Gatewood Benesch, Tom Flynn, Lois Findlay, Kirby Deaton, Tim Capstack, Anna Brammer, Walter Benesch, Charles Alexander, Jackie Alex Pruner and pending receipt of pledge to be March 22, 2020 when they were planning to sign the membership book but were prevented from doing that because the Covid-19 pandemic forced the closure of the building. Discussion. 8th Principle considered. **Approved.**

The Board took time to consider the 8th Principle.

The Board discussed the difference between “oppressions” and “exclusion.” Heather is still working with BBC to find a date for a 2-hour meeting.

Board reports

Finance Officer report: Kari

About 1/3 of surplus funds from previous years to be used to pay UUA fair share dues. We're on track for pledge payments so far this year. Given the reductions in some expenses and lost revenue we are still potentially short an estimated \$50,000 for the year.

The Board briefly discussed updates to the BEEC2 proposal. Details of the funding ask will be discussed at the Board's additional meeting on May 11.

ACTION: Motion made by Jane and seconded to allocate funds from the Marlene Browne donation for onetime ministerial search expenses. Discussion. 8th Principle considered. **Approved**

ACTION: Motion made by Kari and seconded to approve the recommendation of the Endowment Committee to allocate up to \$24,000 of Endowment Funds each year to supplement the salaries of our called ministers for up to three years. Discussion. 8th Principle considered. **Approved**

Executives/Ministers' Reports: John

Rev. John shared that Rev. Kathleen would still like the Board to acknowledge and provide feedback on her goals. Heather confirms this will be on the agenda an upcoming Board meeting.

He also shared that the staff will likely cancel Camp Beagle due to Covid-19 protocols and that GA will be \$150 to register and it will be virtual this year. He let us know the Ministers and staff are beginning the work to determine the safest way to reopen church when that time comes. Several Board members offered to share information about safe opening practices from their places of work.

Rev. John gave a huge “shout-out” to Rob and the choir for the fantastic job they have done to make the fabulous music recordings for services.

Approve Contract for Rev. Anastassia Zinke: Kari

ACTION: Motion made by Diane and seconded to approve the contract for Rev. Anastassia Zinke including a salary and housing of \$102,000 plus benefits according to the contract posted in the Board Google Drive Private folder on 4/25/2020. Discussion. 8th Principle was considered.

Approved

Calendar and In The Know review: Heather

- We added a Board meeting on May 11 at 7pm, Peter will do open/closing words.
- Kari was asked to write an article for In The Know about finances

Expectations for May 26 Regular Board meeting: All

- Committee assignments
- Appoint GA Delegates
- Kathleen's Transition Team
- John's Contract
- Covenants: Board, Executive, Called Ministers
- Board Reports
- Review of Congregational Meetings

Checkout – Are we living up to our covenants with one another and to our congregation?

Final thoughts from departing Board members:

Rob Malone, Dianne Moreau –Postponed until next Board meeting in May.

Closing Words & Extinguishing the Chalice: Rob

Meeting Adjourned

9:20

Minutes submitted by: Carrie Kotcho, Secretary