

**Unitarian Universalist Church of Annapolis**  
**Board of Trustees Meeting**  
**Zoom; June 23, 2020; 6:55 pm – 9:19pm**  
**Approved Minutes 7/28/20**

**In Attendance:** Heather Millar, Peter Morse, Linda Mundy, Jenn Pollitt Hill, Kari Bichell-Alperovitz, Carrie Kotcho, Rev. John Crestwell, Jane Carrigan, Stan Haavik, Guests: Gwen Schindler, representing the BBC and Intern Minister Leika Lewis-Cornwell

**Chalice Lighting and Opening Words: Jenn**

**6:55**

**Brief Check-in: All**

**Approve May 26 Board Meeting Minutes: Carrie**

**ACTION:** Motion made by Jenn to approve the minutes for the May 26, 2020 Board Meeting as posted on June 23, 2020. Seconded. Discussion. 8<sup>th</sup> Principle considered. **Approved.**

**Board Agreement, Covenant and Board Self-Assessment: Heather**

Heather showed the Board of Trustees some modifications to the Board Accountability Agreement, Board Covenant, and Board Self-Assessment. Discussion. 8<sup>th</sup> Principle considered.

Each Board member needs to read and sign the Board Accountability Agreement and Board Covenant and complete the Board Self-Assessment and submit to Heather via email by July 10.

**BBC and the Board: Heather, Gwen**

Gwen presented an idea to form a joint committee (Board of Trustees/BBC) to work together to explore the systemic, institutional, interpersonal, and personal actions necessary to make the Beloved Community at UUCA a reality.

Carrie, Kari, Jenn volunteered to participate in the joint committee and to work towards creating measurable action items. Gwen, Caroline Hadley, Thornell Jones and Darrel Nash represent BBC on this joint committee.

Board members and Gwen reviewed the notes from the June 11 BBC/Board meeting.

During the joint discussion with BBC and Board on June 11, there was a proposal to take action. The Board composed a draft of “A Commitment to Action” and shared this with BBC. The proposal is for the Board to commit to act to address microaggressions using terms and behaviors described in Subtle Acts of Exclusion, the summer all church read. The draft of the document was shared right before this meeting, so not all Board members had the opportunity to review it. UUCA Bylaws already require anti-racism work, and this resolution is a public commitment by the Board to adopt actions recommended in the book and supported by the BBC that explicitly direct Board members to behave in ways that do this.

**ACTION:** Motion by Peter to adopt “A Commitment to Action in Addressing Subtle Acts of Exclusion (Microaggressions) at UUCA in Memory of George Floyd” as posted in this

meeting's Board folder on 6/23/20 and revised during this meeting. Seconded.  
Discussion. 8<sup>th</sup> Principle considered. **Approved.**  
The approved commitment is attached to these minutes.

#### **Board Reports:**

##### **Finance Officer Report: Kari**

Current Figures show \$113k cash available for operating, not including the PPP. Kari characterized this as "excellent." Total contributions of \$35k for the period were not as good as last year's. It means we have slowed a bit on payment towards pledges. The revised budget forecast for the rest of the year was shared and shows UUCA on track to break even this fiscal year (this includes the PPP.)

Capital fund – Given today's difficult Covid-related economy, the field of investment management does not agree on whether to liquidate investments for short/medium term needs or leave them invested until actually needed. Our investment officer recommends the balance of the money in UUCA's Capital fund remain invested and not withdrawn at this time.

8<sup>th</sup> Principle: The Finance Committee has agreed to the summer read of Subtle Acts of Exclusion and will continue to discuss how they will address the 8<sup>th</sup> Principle in their work.

##### **Executives/Ministers Report: John**

Revs. John and Anastassia will have a retreat in August to work on their respective portfolios and start planning for the year. They will report to the Board afterwards.

Staff met to discuss how long to continue as virtual church and the Ministers and staff decided UUCA will remain virtual through January 2021. Small groups may be able to meet on the grounds pending safety review. The Ministers and staff will work on ways to do more fellowship in/around the property. We will be permanently closing the UUCA bookstore and liquidating inventory. Rev. John stated his confidence in Leika taking on the responsibility of summer ministry. He also mentioned that Share the Plate donations are doing great. Rev. John also noted that the Annapolis Language School will be running a very limited outdoor oriented camp using our grounds as an experiment this summer. The church will receive revenue from this use.

##### **Executive Session: Heather**

**ACTION:** Motion made at 8:48pm by Peter and seconded to adjourn into executive session for purposes of discussion of confidential issues. Discussion. 8th Principle Considered. **Approved.**

**ACTION:** Motion made at 9:11pm by Stan and seconded to return from executive session to the open, regular Board meeting. Discussion. 8<sup>th</sup> Principle Considered. **Approved.**

**As we continued 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.**

**Additional Board Assignments: Heather**

- Governance: Jane, Jenn will work with Heather on this.
- BEEC2: Peter volunteered to liaise with them.

**Calendar and In The Know:**

1. Check the Calendar posted on the Board Google Drive.
2. Stan will create a summary of Congregational Meetings for *In the Know*.

**Expectations for July 28 Board Meeting**

Opening and Closing - Carrie

GA Feedback

Debrief May Congregational Meetings

**Check-out: All**

**Closing Words and Extinguishing the Chalice: Jenn**

**9:19pm**