

**Unitarian Universalist Church of Annapolis
Board of Trustees Meeting
Via Zoom; February 23, 2021
Zoom Link: <https://zoom.us/j/92252637488>
6:52 pm – 9:23 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 **Guest: Evelyn Spurgin**

Accountability Observer: Jane

Opening: Stan

6:52pm

Check In: All

Approve Minutes for Board Meetings: Carrie

Action: Motion made by Peter and seconded to approve the Minutes of the January 26, 2021 Board meeting as posted on February 22, 2021. Discussion. 8th Principle Considered. **Approved**

Action: Motion made by Jenn and seconded to approve the Minutes of the January 31, 2021 Board meeting as posted on 2/22/2021. Discussion. 8th Principle Considered. **Approved**

BEEC2 Phase 1 Financing: Heather

Heather reported that the renovations related Congregational Conversations on February 21 went well. The reports from the breakout rooms showed how much thought our congregation gave to what was presented. A big take away was members want BEEC2 Phase 1 to get started now. Members at the conversations both supported asking the congregation to give more money to fund the additional work now and at the same time wanted BEEC2 and the Board to be mindful of the operating budget and not detract from the current stewardship campaign. Members at the conversations suggested using Black Owned banks but also wanted us to try to find the lowest rate. There was clear support for BEEC2 applying the 8th Principle throughout the contracting process. Jane and Peter's observations of the conversations were the same. All reported that transparency by the Board was appreciated and desired by our members.

Action: Motion made by Jane and seconded to spend money in the Capital Funds account plus finance the remaining amount needed with a loan/mortgage not to exceed \$340,000 to complete Phase 1 of the BEEC2 plans. Discussion. 8th Principle considered. **Approved.**

Ministers'/Executives Report: Rev. Anastassia

Rev. AZ went over some BBC and 8th Principle work. Discussion about the report focused on the BBC section. Rev. AZ noted there are matters of methods, policy, communication, and roles that need to be worked out. The Board discussed 3 potential roles for BBC 1) consultant to the Board, with regular input to the Board 2) consultant to ministers, and 3) program development and implementation work. Items of consideration from the report include:

- Discussion to deepen shared understanding of our vision of Beloved Community
- Identify people to review our bylaws and make clarifying changes regarding positions and privileges of membership
- Discuss how we can productively design a ministerial feedback / assessment / evaluation process.
- Consider whether the board wishes to participate in Beloved Conversations as a cohort

Rev. AZ reported that the ministers met with the Board Executive Committee to begin the process of updating the executive limitations in the Board governing policies in the section under: Board of Trustees/Executive Relationship. The Board Executive Committee clarified some of the expectations including that this report is the main tool for monitoring the Executive's work. The Ministers are interested in designing this process with the Board to be as productive as possible. Their contracts provide for the opportunity to shape their performance plans.

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.

Proposed Amendment to UUCA Bylaws: Jane, Evelyn

Jane presented a proposed amendment to the bylaws by Pat Fleeaharty. "Any decision or transaction, duly approved by a majority vote of the members present during a congregational meeting, can only be overturned or significantly modified by a vote of the members at a subsequent congregational meeting." Evelyn, as a member of the governance committee (that worked on our most recent bylaws update) expressed opposition to this proposed change to the bylaws. She said this amendment is not in line with our policy governance and that changing bylaws is not an appropriate method to handle a member's concern with actions taken by the executive or Board. Board members agreed that the type of action addressed by this proposed action has not occurred and is unlikely to occur. We discussed how the Board might alleviate Pat's concern without changing the bylaws but rather through a clearly communicated "feedback" policy. The Board agreed that this was the way to go and decided to go back to Pat with this as a solution. Jane and Rev. AZ will communicate with Pat on this.

Action: Motion made by Heather and seconded to direct the Executives to bring a draft Feedback Policy to our March Board meeting. Discussion. 8th Principle Considered.
Approved

Finance Reports: Kari

Kari noted that as of this meeting, we still do not have complete 2020 data. They restructured the template for the budget, so it is taking a bit longer. At the end of December there was 68k cash for operating plus PPP. Kari explained that we are still waiting on word from the bank on the 78k from PPP into our budget. Pledge dollars for January were the best in 5 years. Share the Plate was also very good.

Kari reported regarding Socially Responsible Investments—our investment officer got a new job recently and we will wait a bit longer to get her plan for us. The Finance Committee will develop a process that they will bring to the Board to consider.

Governing Policies: Jane

Action: Motion made by Peter and seconded to amend Governing Policy 3.1.4.2.1 to add “and/or using an online video conference system that also supports telephone-only participation” to make the revised statement be the following: There shall be a regularly scheduled monthly Board meeting at least 9 times per year. These meetings shall be held in the UUCA Library and/or using an online video conference system that also supports telephone-only participation and begin at 6:45 pm. Discussion. 8th Principle considered. **Approved**

April 11 Congregational Meeting: Heather

1. Congregational Conversations will happen on March 21 at After Hour, and another weeknight or Saturday
2. Agenda Committee: Phyllis Marsh, Brandon Pace, Dianne Moreau
3. Materials due by March 24
4. Notice sent by March 28

Endowment Committee: Heather

Action: Motion made by Kari and seconded to appoint Brandon Pace to the Endowment Committee for a term of two years beginning May 1, 2021. Discussion. 8th Principle considered. **Approved.**

Linda reported that the Nominating Committee has had great response of members who want to serve and will be looking to match them with opportunities.

The Board discussed background checks for Board and other key positions. They do have a cost. They can range between simple to more in-depth based on the position. The Board asked the Executives to investigate the details of the costs and needs for background checks and bring details to March meeting.

GA: Heather

Heather announced that there will be a GA 2020 Presentation on March 7 during After Hour and March 13 morning.

Accountability Checklist: Jane

Jane remarked that we have run this meeting accountably. She noted that the checklist says Board members will have identified support within Caucuses offered through the BBC.

Expectations for March Board Meeting

1. Accountability Observer: Kari
2. Opening and Closing: Peter
3. Governing Policies: Executive Limitations and Directions
4. Finalize Plans for Congregational Meeting
5. Feedback Conversation continued
6. Prepare for Next Board

Check-out: All

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

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

9:23pm