

Unitarian Universalist Church of Annapolis
Board of Trustees Meeting
UUCA via Zoom; March 23, 2021
Zoom Link: <https://zoom.us/j/92252637488>
6:52 pm – 9:30pm
Approved Minutes

In attendance: Carrie Kotcho, Jane Carrigan, Linda Mundy, Stan Haavik, Heather Millar, Jenn Pollitt Hill, Kari Alperovitz-Bichell, Rev. John, Rev. AZ

8th Principle Accountability Observer: Kari

Chalice Lighting and Opening: Peter

6:52pm

Check In: All

We shared our thanks and appreciation for each other for who we are and what each of us contributes to UUCA.

Approve Minutes for the February 23, 2021 Board Meeting: Carrie

ACTION: Motion made by Peter and seconded to approve the Minutes of the February 23, 2021 Board meeting as posted on 3/23/21

Executives/Ministers' Report: John, Anastassia

Revs. John and AZ shared that they are planning a retreat with Jane Carrigan to work on Ends Statements interpretation. They welcome other Board members to join that. They also discussed having a new board and Executive/Minister retreat once the new board members begin their service. They are planning guiding resources that help members, committees, leaders etc. be clear and hold shared understandings that will empower more good work to be done. They both recommended that the Board read Emergent Strategies.

Rev. John reported that 14 participants attended the Leadership series and were very engaged and eager to serve. The Ministers feel it was a good model to replicate for other types of volunteer engagement. The energy was high even though the group met virtually.

Rev. John reports that the Ministers/Executives are still considering when UUCA will reopen to in-person worship and are in consultation with members and others with expertise in many areas like facilities, medical, technology etc. They are examining what activities need to be prioritized for in-person.

The Executives asked the Board to approve them moving the requisite construction funds to Harbor Bank, a Black owned bank in Baltimore. **ACTION:** By consensus, the Board agreed to move capital funds to Harbor Bank as requested.

Rev. AZ provided a “Widening the Circle” update. She suggested we help the congregation engage with the report using the prepared study guide. She has convened a task force to move from awareness to actions tailored to UUCA. Public conversations are pausing while Rev. AZ works with members of our Taskforce. The BIPOC Small Group has offered to help in this work.

Rev. AZ also reported that the Stewardship team is full of energy and we have 2-4 Captains for every month.

Rev. John reports that the relationship building process with BBC is progressing. He felt a sense of alignment and moving in a common direction. The Board discussed a variety of factors relating to the status and strengthening of the Board/Ministers/BBC relationship. There was deep conversation about expanding the spirituality of our anti-racism work.

We discussed plans for Rev. John to take sabbatical and Rev. John gave his 1-year notice that he plans to take sabbatical next April. Plans and communications about this are to come.

Heather shared a Feedback Policy draft. She suggested that we report on it at our next Congregational meeting. Ministers asked that Board members take a look at the draft and provide input.

Heather showed the Board a proposed covenant that the Ministers shared as a thoughtfully designed covenant developed by another congregation. There is the Board Covenant that the Ministers have already signed onto. She asks whether what we have is sufficient or do we need this additional one. Board members agreed to consider and be ready to discuss and if needed update the covenant once the new board is convened.

Finance Reports: Kari

ACTION: Motion by Jane and seconded that we adopt the Investment Management Policy recommended by the Finance Committee dated March 16, 2021. 8th Principle considered. Discussion. **Approved.**

Kari reports that our Investment Officer spoke to the Endowment Committee and they gave her the greenlight to expend 4-5% of the endowment each year for priorities of the church, including social justice and to move UUCA towards investing in more socially responsible instruments.

Kari also reported that UUCA has a \$90,000 surplus (including PPP) from 2020 and a small amount from 2019. On pledges we are ahead of where we were last year at this time. Cash on hand is good as is typical for this time of year.

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.

Congregational Meeting: Heather

ACTION: Motion made by Jenn and seconded to approve the rules for the April 11, 2021 Congregational Annual Meeting as included on the Congregational Meeting Agenda published in the Board Google Drive on March 19, 2021. Discussion. 8th Principle Considered. **Approved.**

The Board agreed to communicate about the meeting with an eblast and mailing copies to those who requested the mailed Highlights and to those who typically participate in our Congregational Meetings by phone. Staff will make the determination to help make sure we reach everyone possible.

Rev. AZ asked to add an agenda item to the Congregational meeting to allow Scott Eden to do an update to the Congregation on the Grounds Master Plan. This item was added to the agenda

Heather walked through the draft agenda for the Congregational meeting and the times allotted for each item. She pointed out that we have asked Ken Apfel to be the Moderator for the proposed Bylaw amendment discussion.

Linda reported on the work of the Nominating Committee. They ended up with more candidates than slots to fill which is very exciting. They made a plan for the slate but then received a petition with 27 signatures in support of a person who was interested but did not make the slate. This Nominating Committee then added time to interview each interested nominee to make sure they fully honored and enact the 8th Principle.

Governing Policies: Heather, Jane, Jenn

Heather explained that the proposed policy updates help align and clarify our written policies with our Bylaws and upcoming actions.

ACTION: Motion made by Carrie and seconded to approve the revised Executive/Minister(s) Limitations and Directives of the Governing Policies as published in the Board Google Drive on March 23, 2021. 8th Principle considered. Discussion. **Approved.**

Board members agreed to have Kari continue as member of the Board Executive Committee for 3 more months.

Calendar Review: Heather

Heather reminded the Board of the following calendar items:

- Congregational Conversation 3/27/2021, 2:00 – 3:15

- Congregational Conversation 4/4/2021, After Hour
- New Board Retreat – sometime in May

Expectations for April Board Meeting

- 8th Principle Accountability Observer - Jenn
- Opening/Closing - Heather
- Finance Reports
- Ministers' Report
- GA Delegates
- Introduce New Board

8th Principle Accountability Observer: Kari

Kari reported that the Board did well on our accountability checklist. We had an issue related to the late addition to the agenda and discussed how that impacts those with different learning/information processing abilities.

Check-out: All

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

9:30pm