



Unitarian Universalist Church of Annapolis
Board of Trustees Meeting via Zoom
March 29, 2022; 6:49 pm – 9:30 pm
Zoom Link: <https://zoom.us/j/92252637488>
Approved Minutes

In attendance: Jenn Pollitt-Hill, Jan Bird, Jane Carrigan, Rev. John, Rev. AZ, Mike Wanhatalo, Stan Keeves, Linda Mundy, Carrie Kotcho, Kari Alperovitz-Bichell

Chalice Lighting and Opening Words

6:49

Check In

Approve Minutes of February 22, 2022

Motion made by Kari and seconded to approve the Minutes of February 22, 2022. Seconded. **Approved.**

BOARD REPORTS

Finance Office Report - Kari Alperovitz-Bichell

Kari reported that UUCA is still net positive for the year. Identifiable contributions are looking good. Pam is still working on an employee extension fund grant, but we won't hear back until August on that. We are going to pay \$18k closing costs out of funds already at Harbor Bank to avoid interest payments. Kari is consulting with an outside banker to see if there are better ways to do this in the future. She asked for Board members to identify any UUCA member who knows about banking/commercial loans that could help advise.

Ministers' Report - Revs John and Anastassia

The Ministerial/Executive team is preparing for the Congregational meeting. They plan to upload the text for the slate so it can be put into an online poll by Friday. Rev John will look at last year's minutes to get the language. They asked for any visual or print support will be needed for change in the fiscal year. Kari is to give a brief description of the proposed fiscal year change and that we will vote on it in December. Rev. AZ noted we should ask Congregational meeting attendees to disconnect from UUCA Wi-Fi during the meeting to preserve bandwidth. Carrie reminded whoever is counting for quorum and vote totals to say them out loud for purposes of the minutes. Revs. Az and John asked the Board about the periodic reports on ends statements and if they are useful to the Board. Trustees generally agreed that they were. Several trustees asked for ability to insert comments/questions in the reports. Rev. John confirms that comments are turned on for the document. The Minsters recommend a meeting to discuss governance. The Ministers met with Trustees Linda, Stan, and Jane to explore shared language and they will continue to report as is until they receive direction from the BOT to do otherwise. Rev. John reported that the Personnel manual is being edited but not final yet and noted that we have added time off benefits for 15 hr./week part time staff. They've also hired the two open positions and are currently advertising a \$15 hr./week facilities manager which has started to receive applications. Rev. AZ and the Sabbatical Team and Worship Leaders group have a strong plan for Rev John's sabbatical, and she feels confident that UUCA will be well cared for during Rev John's absence.

Scott Eden joined the meeting to share information about the Lawrence Ave. property. Kari shared that there may be restrictions within our Harbor Bank agreement that precludes sale of any portion of our property without permission. Scott noted that the property was purchased by UUCA in 2008 for \$240k. It is zoned residential. There is well and septic, and it is a buildable lot. The adjacent neighbor is using the property to park equipment without UUCA permission. They've placed piles of materials on our other property across the street. Trustees asked and Scott confirmed that there is written documentation of the exchange with the neighbor about the use of our property.

Scott used Google maps to show evidence that the neighbor has not been using our property continuously for 20 years which has been their grounds for claiming that they have rights to use our lot. Mike shared that this type

of claim only applies to permanent structure like a home extension not to park equipment on the property. If it was established that the neighbor had been in continuous use and that it would be an adverse impact on the neighbor for us to ask him to move things, he would still have to pay us fair market value for the piece of property in question. If we want to sell it, we'll need to get the neighbor to clear off their stuff. Scott went on to report that a large RV with electric hook up has been parked on our property recently. Kari shared that In Maryland, the burden of proving title by adverse possession is on the trespasser who's claiming it. That person must walk into court ready to prove all the elements described above: namely, that his or her possession was actual, open, exclusive, hostile, and continuous for a period of 20 years. Rev. AZ shared that there may also be some zoning violations with what the neighbor is doing with the equipment storage in the neighborhood in general. We have a licensing agreement with the neighbor that acknowledges our ownership of the land and agrees to move with 3 months' notice. The neighbor did not respond to that licensing agreement correspondence. Our Master Planning group will recommend the sale of the land because it is of minimal use. There is a liability of neighbors using it when trying to sell the property. If we sell it, we can use the funds towards building expansion projects. Given the lack of response from the neighbor the BOT agrees that we need to give a final notice that the neighbor must stop using our property.

No sale of land has yet been approved, but this all would be in preparation for a future sale. BOT agrees to move forward with notifying the neighbor to remove his equipment from our land regardless of land sale decisions. We're aware that the neighbor is an African American and Rev. John has spoken with him many times and states that UUCA has been very accommodating. However, the property line is correct, and we have asked the neighbor numerous times to remove his equipment. Rev. John said he would walk over and ask one last time if the neighbor would sign the agreement. Stan will accompany him. They will document the interaction in writing the same day and then document the interaction with a follow up letter.

Front Entrance Art – Jane Carrigan

She shared an image of the art proposed for the front entrance and told the Trustees about the choice of artist. Trustees discussed the words within the art and asked to send a note back to the committee that we'd like to consider this small text change to clarify.

“Whoever you are, wherever you come from, whomever you love, you're welcome here.” We discussed that the "whatever you believe" was somewhat problematic because although we are fully supportive of the responsible search for truth and meaning... we are not without our principles, purposes, and covenant.

8th Principle Implementation Group Charter - reviewed and decided to include the charge section at the Congregational meeting. Made some edits and Jenn will take back to committee.

Nominating Committee Updates (proposed slate)

The Nomination Committee will submit the proposed slate to the Congregation for approval with the BOTs enthusiastic endorsement.

Ends Statements Linda & Stan

Linda and Stan met with the Ministers and Jane. They determined that there's a bit of learning and discussion that needs to happen. Stan/Linda will reread the bylaws and policies. Rev AZ recommended that they read chapters 3-5 from "Governance and Ministry" and recommends that all Trustees read as well. We will discuss in April. They see the need for BOT to have a shared vocabulary that we also share with committees. The timing and schedule of this needs to have congregational involvement. The goal is to get an updated set of Ends Statements by the fall of 2022.

Check Out All

Extinguishing Chalice and Closing Words

9:30

Submitted By: Carrie Kotcho, Secretary