

**Unitarian Universalist Church of Annapolis  
Board of Trustees Meeting via Zoom**

***March 28, 2023; 6:45 pm – 9:45 pm***

***In person at UUCA Library***

**Hybrid at Zoom Link: <https://zoom.us/j/92252637488>**

**In attendance:** Jan Bird, Rev. AZ, Jenn Pollitt Hill, Stan Keeve, Jane Carrigan, Carrie Kotcho, Linda Mundy, Kari Alperovitz-Bichell; **Guests:** Olga Pabon, Craig Byler

**Approved Minutes**

**Chalice Lighting/Opening Words**

**6:45**

**Check In**

**Review of Minutes and BOT approval**

**ACTION:** Motion by Jenn to approve February board minutes found in our March meeting folder. Seconded. Discussion. **Approved.**

**Outstanding items remaining:**

**Annual Executive Performance Report - Jenn**

At the last meeting we approved a process and a tool. Now we will get started with the process. Stan, Jenn, and Jane will be the three members running the process this year.

Rev. AZ brought up that there are covenants between Ministers, a Congregational covenant, and a Board with Ministers covenant. She asks if these are a 1 to 1 match with the performance review process' mention of covenants. The three reviewers listed in previous paragraph will address that question during the process.

### **Returning BBC oversight from the BOT back to ministers: Stan**

Stan talked through the history of oversight of BBC and why the oversight was moved from Ministers to Board. He, the BBC, and Ministers recommend it be moved back to Ministers. Board members agree that BBC should be part of our ministry and gave a greenlight for this change. Stan will communicate this back to Nicole and the BBC.

### **New Items/Requests:**

No new Request/Votes needed for this meeting

What possible talking points do we need to consider for the upcoming Congregational conversations (May 7 Zoom 6p May 10 Zoom 7p May 14 Middle Hour at Church). Congregational Meeting is May 21.

BOT recommends to Kari and the NomCom that nominations should be included in the Congregational Meeting agenda and the nomination process and slate should be discussed in the Congregational

Conversations. Kari reminded the BOT that the NomCom is a committee of the Congregation not the BOT so any major shifts in process beyond this will need to be reviewed and considered by the NomCom. BOT and ministers agreed to add one more Congregational Conversation earlier in May.

General Discussion of Congregational Conversations: Rev. AZ offered to record the Zoom one so that folks who cannot attend can watch it and get the information. Jane and Stan want us to do a better job communicating the Congregational Conversations and the discussion items that will be addressed at them. Laticia agreed and offered helpful advice on how to proceed.

Discussion about what items may be on the agenda for the Congregational Meeting. What goes into the Congregational Conversations that prep folks for participation in the meeting itself.

The remaining topics for the Congregational Conversations were discussed and agreed on: Ends Statements Overview; 8<sup>th</sup> Principal EPIC and BBC updates, nomination process and slate, if there are updates from BEEC2 in time they will be included as well.

At Congregational Meeting: Pledge/Stewardship update, Strat Plan Committee Update, Ministry Update, Shinning Lights, BEEC2 update

## **Finance Report - Jenn**

UUCA finances are doing well. Strong pledging and operating funds are healthy. Stewardship is going well with at least 85% pledged as of today. They are still reaching out to folks who have not yet pledged. Jenn walked through a variety of strategies the Stewardship team is using to reach the remaining folks.

## **Ministers Report - Reverends**

- BEEC2 Update by Rev. AZ. Craig Byler joined us to give the BOT an update. Some issues arose related to old and new construction connections. There were some differences between actual building conditions and the drawings that the engineer was working from. Minor modifications with the engineer are going on now. They are still holding hope for completion in April, but May is possible.
- GA - Rev. John started a focused discussion of how we will recruit our eight delegates, communicating the opportunity to members and how folks can become a delegate. He reiterated that scholarship support is available. Stan noted that each year there needs to be a lead member who organizes, communicates, and coordinates our effort. Jane and Rev. John will lead organization and coordination this year. Laticia noted that it would be helpful to have newer folks learn how GA and our process work so that they can take on coordination in future.

- POC luncheon recap – Rev. John Laticia’s impressions and that she appreciated folks’ candor and all the sharing that went on. Some folks who were there did not understand that it was a listening session. Rev. Tillet and BIPOC contractors working on building were there also and she did not know why. EPIC – would like to know what the ministers learned from the event and what their action steps will be. The notes are linked in the Minister’s report. Stan observed that there were some newcomers who seemed unprepared, but they adapted and participated. The oldcomers still wanted to know if the white members in attendance heard what was said and asked what will be done about it. Laticia – noted many BIPOC members came from other faith traditions like many other UUs. She wants to see us have more content, music, ceremony, worship that connects with her and other BIPOC folks. Being noisy or quiet or other ways all should be accepted.

What did Rev John take away? He commented that it was beautiful and a thoughtful, spiritual, time with BIPOC folks sharing what is on their hearts. He learned that the desires are quite different across the group. Stan feels it all boils down to empathy as the bottom line of what our BIPOC members want/need. Rev. AZ stated that the ministers first want to mirror back what they heard THEN focus on how to respond after that. How will the ministers mirror back with the group? A big take away was that this church is so important to our BIPOC members that many have stayed despite missteps and/or frustrations. There is a group who

are quite frustrated though. What people asked for was community, uplift, and comfort. Some stated that BIPOC members are not here to negotiate their BIPOC identity and solve racism. She felt there was true fellowship and it felt good to make connections. She also noted there were people there who needed Pastoral care on that day and in follow ups. Some folks were disturbed by what they heard. A form was shared for those who would be comfortable sharing in that format beyond the luncheon itself. Jane's impressions were a bit of surprise to see the room full of BIPOC members. More than many thought were members. She acknowledged that frustrations were shared, and some have been genuinely hurt by actions, process, and individuals at our church. The BIPOC members expressed that hurt. She wants us to look beyond "what did you get out of it?" And she noted that change will need to be a dialog – understanding what will make a difference and taking action to better serve BIPOC members are key. It has to happen through community, and conversation, not an attitude of "if you don't know I'm not going to tell you." Her take away was a feeling of frustration. Stan and Jane agree that having the gathering was very important and possibly a changing point in our work together. Stan says being seen, interacting with BIPOC members, recognizing that some news/events might strike closer to home to BIPOC members are all important. All of us need to know that our BIPOC members need to be ministered to by being in closer relationship with people. BOT members had a deep conversation about relationships, interactions and the BOT having the "pulse" of the congregation by being more visible and

approachable. The issue of identifying times of specific need for BIPOC members needs to be proactively addressed by Ministers. Another issue in the notes was regarding “code switching” and Carrie remarked that our church should be a safe haven and respite from any code-switching folks need to do. Another issue noted was that BIPOC members are not only here to solve racism and want to focus on the “Uuness” of our community.

Laticia asked for – and other BOT members asked Ministers to provide specifics on how the connection cards are tracked at next meeting.

### **8<sup>th</sup> Principal Committee (EPIC) update - Jenn & Mike**

Jenn reports that EPIC has revived work towards 8<sup>th</sup> Principle Implementation and engaged Paula Cole Jones to do a workshop with UUCA. She has a workshop for early 8<sup>th</sup> Principles adopters who have stalled a bit. On May 12, she will run the workshop 630p to 830 and 9-2 on Saturday May 13. The BOT is HIGHLY encouraged to attend this. All congregation members are invited and both Ministers will be there. The committee is down 2 to 3 members. Please help get out the word for folks who have done some work in this area and would be available to join EPIC.

**Executive Session: 9:23pm – 9:40p**

**Closing 9:45p**

### **Upcoming:**

- April 25 - Board Meeting
- May 7, 10,14, - Town Halls
- EPIC WORKSHOP May 12/13

- May 21 Congregational Meeting
- May 23 - Board Meeting
- June 27 - Board Meeting

Submitted by: Carrie Kotcho, Secretary