

**UUC Board of Trustees Meeting**  
**Tuesday, Oct. 11, 2022 | 6:30-8:30 PM**

**Held via Zoom**

**Board of Trustees Attendance:**

Paige Getty, Senior Minister  
Valerie Hsu, Executive Director  
Jenny Afkinich, President  
Melissa Affolter, First Vice President  
Laurie Coltri, Second Vice President  
Kevin Mercer, Treasurer  
Jim Johnston, Secretary  
Sarah Basehart, Member at Large  
Chris Crandell, Member at Large

Guests – John Guy, John Harris, Lindsay Thompson, Alan Coltri

**AGENDA**

- Opening Words and Chalice Lighting —Chris Crandell

*We look with uncertainty  
Beyond the old choices for  
Clear-cut answers  
To a softer, more permeable aliveness  
Which is every moment  
At the brink of death,  
For something new is being born in us  
If we but let it.  
We stand at a new doorway,  
Awaiting that which comes...  
Daring to be human creatures,  
Vulnerable to the beauty of existence  
Learning to love.*

Anne Hillman – We look with Uncertainty

- Spiritual Practice —Jim Johnston. Jim led the Board in a discussion of the first part of chapter three of *Mistakes and Miracles - Congregations on the Road to Multiculturalism* by Nancy Palmer Jones and Karin Lin. This book is UUA's common read for this year.

Chapter three presents a case study of the Unitarian Universalist Church Annapolis' (UUAC) experience in building beloved community. UUAC is stumbling in the right direction – experiencing both life-giving relationships and destructive harm on its journey to build beloved community.

Board engaged on four discussion questions –

1. How should we manage our financial and human resources to further our development of beloved community?
2. What measures of success and growth do we want to use for UUCC?
3. Is attendance a reasonable measure of the value of a program?
4. Should sparsely attended services and/or programs continue to receive congregational resources?

Board members agreed that attendance is only a partial measure of value. The relative cost and value of the activity needs to be considered and the outcomes achieved. A small event with lasting impacts on the participants is worthwhile regardless of low attendance. Another common theme was nurturing our relationship with the Owen Brown community. Several examples of sharing resources with the community were highlighted such as the environmental justice team's plans for a community garden and the upcoming community Halloween party.

Other questions mentioned in the reflections included asking who should we ask about how we decide to spend our money? And what's UUCC's reputation in our community, how are we viewed? We are also in the process of rebasing our metrics for a post-pandemic world, while being responsive to UUA metrics based on attendance and pledges.

Agreed we need to live our faith and values and recognize that in a faith community, counts are often secondary to what people express and experience. We need to have the discipline to be deliberate about how we allocate every dollar asking -does this expenditure support our values?

- Consent Agenda
  - Board of Trustees Meeting Minutes – Sept 13, 2022
  - Incidentals Report – October 2022
  - Treasurer's Report – August 2022

Approved by unanimous consent

- Treasurer's Minute—Kevin Mercer. Kevin provided a brief history of the Owen Brown Interfaith Center (OBIC) highlighting how the ownership share has evolved as UUCC has expanded the space. The initial ownership split was ~50/50 between UUCC and Christ United Methodist Church – due to the expansions, the ownership split has shift to ~90/10 with UUCC holding the larger share.

The OBIC's budget runs on a calendar year cycle, enabling OBIC to identify UUCC's assessment in time for our budget planning, which runs on a July to June fiscal year. UUCC pays two assessments: one for operating costs, and another as a reserve for replacement needs. OBIC rentals for other faith community services, wedding, graduations and other events do not cover the building operating costs and declined during the pandemic.

Kevin invited the Board to consider inviting other faith communities that currently rent OBIC to join us in OBIC ownership.

- Vision, Mission, and Congregational Covenant Enabling Action Group. Jenny and Kevin attended the group's meeting as our liaisons. The group has been working with Laura Park from Unity Consulting to develop a plan and process for us to update our Congregational Values, Mission, and Ends.

Unity Consulting has worked with a number of Unitarian Universalist congregations, including recent work with All Souls in DC, to update their values, mission and ends statements. The proposed schedule has us completing planning and congregational interviews by early spring, with the Board synthesizing the congregational input into a Values, Mission and Ends statement by April, for review and contemplation by the Congregation over the summer and a Congregational vote in the fall of 2023.

The Board needs to play an integral part throughout the process and the work will require our exclusive focus for the rest of this year. Board members agreed that because this work is foundation to all other actions and enabling group ideas – it needs to come first and requires dedicated focus.

Motion by Laurie/2<sup>nd</sup> Melissa - To move forward with the Values, Mission, Ends work and to engage with Unity Consulting (for \$7,500 plus travel costs) to facilitate the work.

Approved unanimously

- Covenant of Right Relations update - Kevin Mercer. The Workgroup will draft a charge, for Board of Trustees review and consideration, detailing the for the work of reviewing and editing the covenant and educating the Congregation about the covenant.
- Governance Process update. Based on the previously identified priority work required for the Values, Mission and Ends project; the Board decided not to staff a liaison to this work group.
- Sabbatical Planning update - Rev. Paige reported that planning is on track.
- Unfinished Business

- Ministry of Right Relations discussion - The Board briefly discussed the need for additional time to review and edit. Document is available on the Board's SharePoint site for review.
- New Business
  - Administrative Limits Review - Tabled discussion of potential new limits until the Nov. Meeting.
  - Semi-Annual Ends Report - Valerie Hsu provided a quarterly review of a variety of event attendance numbers and pledge drive data. Board members discussed the data and thinking of new ways to measure ends for our post-pandemic world. Valerie will continue to provide quarterly updates throughout the year.
  - Board response to survey suggestion – Tabled until Nov. meeting
  - Budget Surplus – Valerie has been speaking with area CPAs about the cost of conducting an independent financial review of UUCC's FY2021-2022, and the cost is estimated to be up to \$2,000. UUCC's last compiled financial reports are for FY2018. The Board agreed that we should have a review. This year's pledges have now exceeded what was budgeted for by nearly \$8,000. The Board agreed that \$1000 of these surplus funds should be allocated, as needed, to a financial review of UUCC finances for Fiscal Year 2021-22.

Motion by Jim/2<sup>nd</sup> Melissia - To allocate \$1000 of the budget surplus for an independent financial review of UUCC finances for Fiscal Year 2021-22.

Approved with 6 votes in favor with one absent (Chris Crandell)

The Board also discussed potential uses for the surplus highlighted with providing additional funding for staff professional development. While there was general agreement on the importance of development opportunities, the discussion was tabled pending a fuller review of potential needs.

- Upcoming Events
  - 5<sup>th</sup> Sunday Service Board Duties – Sunday Oct. 30
  - Halloween Party Sunday - Oct 30
  - Board of Trustees meeting Tuesday - Nov. 8
- Closing Words — Jim Johnston

*Power properly understood is nothing but the ability to achieve purpose. It is the strength required to bring about social, political and economic change. Power at its best is about love implementing the demands of justice, and justice at its best is power correcting everything that stands against love.*

From Martin Luther King 1967 speech - Where do we go from here?