**Unitarian Universalist Society**

**BOARD OF TRUSTEES MEETING**

JULY 21, 2021 (virtual via Zoom)

**Present:** Alan Swanson, Joe Rasmussen, Rochelle Honey-Arcement, Hazel Seaba, Mike Pavelich, Diana Henry, John Raley, Peggy Garrigues

**Absent:** Julia Audlehelm, Reverend Diana Smith, Board Secretary vacancy

**Call to Order & Chalice Lighting:** President Alan Swanson called the meeting to order at 7:05 p.m., lit the chalice and provided **Opening Words**.

**Check-In:** Members present provided personal updates.

**Board Read:** UUA *Widening the Circle of Concern*

* Innovations and Risk-Taking
* Restoration and Reparations
* Final Thoughts

Members discussed their thoughts and impressions.

**Consent Agenda:** June 16 Board minutes, Board Retreat summary, Executive Committee Special Meeting by email July 1 minutes, Executive Committee July 14 minutes, Treasurer report, and Minister/staff reports. The consent agenda was approved without objection.

**Board Committee Reports:**

Governance – Rasmussen reported that committee is on hiatus until September. Also, per a request from UUA staff Sharon Ditmar, Joe is assisting All Souls Church in Indianapolis develop policy governance. The Board approved sending them a copy of our Policy and Procedures Manual to assist them. A question has be raised concerning replacing lay members on Board committees as to whether they need to be approved by the Board. The precedent has been that the Board did formal appointments of lay members, but Governance needs to clarify this.

Personnel – Rochelle Honey-Arcement reported that Mary McMurray is leaving the committee in January, so the committee is looking for a replacement. Mary served as co-chair and is writing a description of the position for others to follow. See question for Governance above concerning replacing committee members.

Finance – John Raley reported no new issues. The Balance and Growth Initiative involves most of the Finance members, and is consuming their attention.

Right Relations – Julia Audlehelm submitted a report. The minister’s installation Sunday, October 24, is their current focus.

Mission & Vision Review – Hazel Seaba reported that new board member Diana Henry is on the committee, and Paul Pomrehn and Winnie Ganshaw will continue. Discussion involved the committee’s responsibility to do evaluations and assessments of mission and vision programs and progress, and the committee will need to develop a plan to accomplish this, as it has not been done in the past.

**Balance and Growth Initiative (BGI) Update**

Chair Rochelle Honey-Arcement reported on recent meetings. The seven-member task force has met with senior staff Peggy Garrigues. BGI discussed how to define “growth” and asked for the Executive Committee and the Board’s opinion. To grow membership UUA advises that a church should have as many visitors to services during the year as a church has members. The new DLRE may provide impetus to attract new young families. BGI needs to develop metrics to measure growth after a plan has been developed and implemented. The “plan” may lead to establishing specific action sub-committees/teams of the BGI. Some staff reorganization is in process now with Peggy to take responsibility for church rentals, and the new accompanist is working on bringing in musical events. Endowment donations are all locked into the corpus which cannot be spent, but half of the general endowment fund is income from those donations which can be spent to support the church in this formative time as we put a concrete plan in place to solve our budget issues in multiple ways while moving ahead with our mission and vision. The *Listening Campaign* is off to a good start and needs to be represented in a BGI meeting to coordinate and avoid doubling the similar efforts. Growth implies change. One change that might be considered to coordinate and economize would be looking internally at how UUS organizes its different committees, teams and activities, especially if UUS moves to a program budget. Metrics of elements and progress need to be established that can be presented to the congregation.

**UNFINISHED BUSINESS**

**Building Re-opening**

The Executive Committee approved an exception to our COVID rules to allow construction crews to operate in carefully set environments with some staff oversight.

The building reopening includes creating a multi-platform streaming experience. Installation of basic live-streaming equipment has been done. However, more equipment and adjustment is needed that will require additional funding beyond the initial Endowment appropriation.

**Bio-Retention Cell and Ceiling Installation**

The bio-retention cell repair on the UUS grounds has been completed.

The installation of the wood ceiling in the Fellowship Hall has begun. Completion is projected to be August 8.

**Minister Installation**

The installation ceremony has been moved to October 24 so as not to conflict with the start of the stewardship campaign September 26 .

**General Assembly Reports**

The Board received a written report from Susan Salterberg. Board members Diana Henry, Hazel Seaba, and Rochelle Honey-Arcement commented on interactions that took place at UUS General Assembly meetings that they felt were inclusive and encouraging. The multi-day Zoom experience was daunting, especially with more than one platform being used.

**UUS Memorial Garden**

A meeting was held on June 28 at UUS chaired by Julia Audlehelm and attended by Alan Swanson and Joe Rasmussen from the Board as well as Reverend Smith and Emma Barnum. Participants reviewed the projected landscape plan, discussed funding and legal requirements, and were asked to volunteer for specific tasks to implement this plan.

**NEW BUSINESS**

**Bylaw Amendment**

A question has been raised about current language that requires elected officers to have served on a “committee.” This wording may need to be changed to include service on teams, task forces, and other groups. The Governance Committee will address this.

**Engaging with ourselves, each other, and the wider community**

A suggestion has been made that UUS provide t-shirts with our name on them that persons can wear when engaged in any community activity to increase our public relations recognition.

The Listening Campaign is taking shape to bring one-on-one conversations with members to identify what UUS members are embracing, seeking and hoping--and to strengthen congregational connections.

**Process Observer** comments provided by Joe Rasmussen included a need to provide more time on the agenda for Board committee reports and business.

**Closing Words** provided by Mike Pavelich

**Adjournment**

John Raley moved to adjourn, seconded by Pavelich. Motion carried. Meeting was adjourned at 9:00 p.m.

--Minutes submitted by Joe Rasmussen

Next Meeting: Executive Committee August 11. Board of Trustees August 18.