

**UUC Board of Trustees**  
**Meeting minutes for Dec. 17, 2019**

**Board members present:** Sandy Wade, Margie Storch, Rocky Hendrick, Ann Doss Helms, Cindy Hostetler

**Not present:** David Reynolds, Colin Hood, Catherine Barnes, Tawana Allen

**Coordinating team present:** Eve Stevens, Doug Swaim, Jay Leach

Sandy noted that we did not have the six members required to take official action.

**Call to order, chalice lighting and welcome/check-in**

**Eyes and ears**

December “meet the board” session with Ann and Rocky drew six attendees. Theme was the board calendar; we discussed that a congregational survey was on the calendar but hasn’t been done for several years. A couple of people suggested we make it a broader survey about members’ theological perspectives and such. We also got a question about what the covenant team was doing.

Jay noted that at a recent memorial service the family requested traditional Christian music/language. He said people who draw comfort from traditional faith language and symbolism are less vocal than those who oppose it but are present and find that important.

**Approval of November minutes** -- the five members present approved but we were unsure whether that is official.

**Coordinating team reports**

Doug reported that November was a better than average budget month -- income was above budget and expenses below.

Jay called attention to the membership report and said he’s concerned about loss of members of color. He and Eve talked about the tension between the important work of confronting white supremacy and the fact that people of color may not find that to be the kind of spiritual nourishment they’re seeking.

We also discussed the challenges of attracting young adults who, broadly speaking, seem disinclined to engage with organized religion or other civic institutions.

**Measurement of progress**

Two of the three members have been out of the country. The plan is to review a draft with staff after the holidays and bring something back to the board after that.

**Calendar discussion**

Still to be decided: Should we revive some type of congregational survey? Sandy said she’d check on whether this is spelled out in bylaws or policy.

Ann and Sandy voiced uncertainty over the calendar item “hand out ministerial and board evaluations” -- does that mean a board self-evaluation or the board’s evaluation of the minister(s)? Jay said he believes the board is required to and/or has traditionally done self-evaluations, but no one present remembered doing one. To be checked.

**Meet the Board topics**

Topics lined up through March; presenters needed for February and March (see Google docs).

**Governing policy review**

Covered IIIA through III C.

Question was raised about our paid/unpaid family leave -- what do we provide, is it in line with the market, and how does this connect with the vague wording about benefits that we discussed in previous policy review?

**Adjourned 8:35 p.m.**