

UUCC Board of Trustees meeting, Dec. 15, 2020

Board members in attendance – David Reynolds, Cindy Hostetler, Paul Wilson, Samantha Visco, Catherine Barnes, Lisa Hagen, Ann Helms.

Board members absent: Tawana Allen. (Rocky Hendrick submitted his resignation.)

Staff in attendance – Eve Stevens, Alesia Hutto, Jay Leach.

Call to Order

- Chalice lighting words (Ann)
- Vision statement, mission statement and leadership covenant readings

Check-in/Welcome to Sam

Eyes and ears

Concern expressed for Tawana as she continues to recover.

Praise voiced for using the member Facebook page to rally support for Justin Parmenter; good way to stay connected as a community supporting each other in social activism as part of our spiritual life.

November minutes: Approved unanimously.

Current business

Right relations: No report this month.

Measurement group: Submitted this proposed staff survey, based on the one used two years ago but updated to reflect Widening the Circle of Concern and a focus on how to change for the better. All questions will be answered on a five-point scale from strongly agree to strongly disagree, and will be anonymized so no individual responses are identifiable. Each will have a prompt to suggest improvements moving forward.

This is a work environment where I feel heard, respected and empowered.

This is a welcoming work environment for people from all backgrounds, which I would recommend to applicants from diverse communities.

As we move toward having more courageous and difficult conversations, I feel like I have the resources to address problems and conflicts.

*My job allows me to contribute meaningfully to the mission and ends of this congregation.
The work team as a whole is contributing meaningfully to the mission and ends of this congregation.*

My strengths are recognized and I get helpful and meaningful feedback on performance.

I believe that I am fairly compensated.

I feel that my work environment is safe, physically and emotionally.

Board voted unanimously to add a question related to workload to address concerns about the current situation (staff transitions, working remotely). David and Cindy will get the survey to staff quickly so we can have results for discussion at the January board meeting.

Because we have recently lost three experienced staff, the board also agreed to do retroactive “exit interviews” based on the same set of questions, rephrased to reflect what they experienced and with room for open-ended discussion. Cindy and David will handle that, assigning and/or conducting interviews. Goal is to have those finished by the January board meeting as well, with aggregated responses available for discussion. Both will be used for Jay’s evaluation, which needs to be completed by the end of June.

Board self-evaluation was recognized as the next pressing need, though the board did not determine whether the measurement group or the board as a whole will work on that.

MET name change: Approved at special congregational meeting. David reports that this is just awaiting signatures on paper work.

Coordinating Team reports

As submitted.

Eve reports that we hope to have a part-time Children and Youth Religious Education director in place by Jan. 1, positioning us to resume the Lifespan Religious Education search early in 2021.

Members voiced interest in the staff efforts to track and connect with members who do not seem to be engaged. There’s interest in using that data to measure our congregation’s progress in ways that do not violate confidentiality of individuals. CT will report back in January.

Kudos all around for the QCNerve recognition as best house of worship.

Widening the Circle of Concern

David asked everyone to send suggestions for incorporating this material into possible policy or bylaw changes, as well as updating the Call to Action. Each member will focus on assigned sections, with Samantha picking up theology and Cindy looking at the section that had been assigned to Rocky. Goal is for all suggestions to be sent to David by Jan. 8 so a list is ready for discussion at the January meeting.

Executive session: To discuss replacing Rocky Hendrick on the board.

Meeting adjourned around 8:45 p.m.