

UUCC Board of Trustees meeting, Jan. 19, 2021

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

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

Call to Order

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

Check-in

Eyes and ears

Question raised about liberal churches receiving threats of violence. Jay said there's been nothing direct but UUA is aware of the situation.

In virtual coffee hours several members have voiced enthusiasm for services and staying connected to the community. In a talk after the Jan. 17 service, photographer Alvin Jacobs expressed gratitude for the support he's received from Jay and from the congregation.

December minutes: Approved unanimously.

Current business

Right relations: Rob Marcy sent a revised draft that incorporated some suggestions from the board. His group believes the document is ready to be shared with the congregation, and will now move on to plans for carrying out right relations. They will provide a report on that in February. The board received this month's report with little time to read it; plan is to spend more time with the February report and discussion.

Measurement: The measurement group designed and distributed this year's staff survey. Results discussed later in the meeting.

Membership participation methodology: Alesia reports that staff are looking at Facebook comments, participation in Zoom events and any other visible signs of participation to identify congregation members who seem to have lost contact for an extended period. Staff then

call to make sure no one is “falling through the cracks.” She reports that they have generally been “pleasantly surprised to hear from us.”

Paul and Cindy expressed interest in figuring out a way to turn this into data that can be used to quantify participation in various events without breaching confidentiality. Alesia and Jay say the system was designed as a pastoral care approach, not a system for measuring attendance, but said they’ll consider options.

Coordinating team reports

Question was raised about the status of MET grant proposals. Alexia said all teams have been contacted and encouraged to submit proposals. About five have been submitted that have promise; staff is helping some teams develop their plans. Alesia will include information submitted thus far in the February report with a full review anticipated in March or April.

Widening the Circle of Concern/Policy Updates

Development of the right relations covenant and conflict resolution strategies associated with the covenant present a near-term opportunity to act on Widening the Circle. No policy action required.

Barry Ahrendt’s work on anti-racism strategies was discussed. Not all board members have seen that. Catherine will locate that document and forward to all.

Recruitment and hiring of new staff presents opportunities to act on diversity and inclusion, but also not a policy matter.

Main area of policy focus is related to governance. David suggested the board needs to improve its timeline and process for replacing members, either on the normal cycle or as resignations occur. Board members and congregation members have voiced interest in having a more open and transparent nomination process, including self-nomination and the possibility of having more candidates brought forward for a vote.

The board agreed to hold a special meeting before the regular February meeting to go into more depth on board governance questions, including how to do an assessment of needs and skills, how to communicate clearly what’s expected of board members and how the board can do succession planning. David will poll members to figure out a time.

The board agreed to do the needs assessment before seeking a replacement for Rocky. A new selection process isn’t likely to be ready for the 2021-22 slate; we’re shooting for the following year.

Another board task is improving our archiving of documents -- transitions in board leadership and changes in technology can make it difficult to figure out what has happened in the past. No immediate action taken.

Staff survey

The board went into executive session without staff to discuss survey results.

Adjourned at 9:25 p.m.