

Board of Trustees

Minutes - December 13, 2023 - 5:30 pm

[Zoom Link](#)

Useful links: [Bylaws](#) | [Governance Policies](#) | [Board Terms](#) | [BOT Annual Calendar](#) | [Archives](#)

Attendees: Kelly Mahony, Craig Whitson, Karen Mayo, Jim Schlosser, Jim Curley,
Michael Leuchtenberger, Lyn Marshall

1. Chalice Lighting / [Board Covenant](#) (2 minutes until 5:35)

We gather intentionally as a board for the faithful discernment of what the church is called to be and to do.

- We will honor each other's time and commitment by arriving prepared.
- We will open our hearts and minds to each other in the spirit of patience, respect and humility.
- We will engage deeply, carefully listening and reflecting.
- We will respectfully challenge one another when necessary.
- We will speak with one voice once we reach a decision as a board.

2. Litter & Gratitude (3 minutes until 5:38)

3. Consent Agenda: (5 min until 5:42)

- VOTE: [November Minutes](#) Approved unanimously.

4. REVIEWED: Q1 Financial Statements (15 minutes until 5:57) [Click here for Quarter 1 reports.](#)

- Of note income is doing very well due to some unexpected contributions. Expense mostly as expected.

5. Review Financial Monitoring Reports for FY23 (15 minutes until 6:12)

- REVIEW AND DISCUSS AND VOTE:

i. [Policy 4.3 Monitoring Report - Financial Planning & Budgeting 2022-23](#)

This monitoring report was accepted unanimously as presented. As a result of the discussion, the following policy changes were made:

The following proposed **changes** to **POLICY 4.3: FINANCIAL PLANNING AND BUDGETING** were approved unanimously:

Policy 4.3

Financial planning for any fiscal year or remaining part of any fiscal year shall not deviate materially from the Board's Ends policies, or risk financial jeopardy, or **fail to plan for needs in future years**

Policy 4.3.6 **Fails to plan for needs of future years.**

Comment: The executive will recommend an interpretation of this 4.3.6 in future monitoring reports.

- ii. Update on publishing policy manual - Craig will publish previously approved changes (and those approved today).

6. Nominating Committee (15 minutes until 6:27)

- REVIEWED AND DISCUSSED: A revised [Board Member Nomination Process](#) Jim Schlosser -
- Approved unanimously.
- Agreed to invite Jeff Corcoran to the next board meeting as a prospective candidate for the currently vacant position. Kelly to invite Jeff.

7. Discussed the [Collective Matrix Tool](#) - (20 minutes until 6:47) Considered ideas of how we might use this tool in the future.

Break (5 minutes until 6:52)

8. Powerful Question - ongoing plan (65 minutes until 7:57)

- Reflections on the Earth Listening - Meditation (10 minutes until 7:02)--reflections include:
 - i. Connecting to a particular tree...
 - ii. Lot of noise, from cars, plus birds
 - iii. Gratitude for the oasis behind the church
 - iv. Our history with the grove behind the church, people, times, emotions
 - v. Appreciate montage created by Margaret Fletcher from participants contributions:



- vi. Appreciating the mazing web of life

- Discernment on Earth Listening - Congregant Representatives (15 minutes until 7:17)
 - i. [Notes](#)
- Individual reports on binders (15 min until 7:32)
 - i. Discussion of findings from reviewing binders of UU Concord history. History of the various buildings and the origin of our endowment, early mention of “the beloved community,” role of women—both a product of its time and ahead of its time,
 - ii. [Volume 2 \(reviewed with Craig 10/24/23\)](#)
- [UU World Two Years of Articles Titles and Themes](#)
- Debrief [Article II reading](#) (15 min until 7:47)--tabled until next meeting
- [Reviewed timeline](#) (10 minutes until 7:57)
 - i. Next month briefly review Community Moral Owner plan (and then schedule)
 - ii. Long term congregants: on or about April 28, 2024
 - iii. Future congregants (children and youth): staff to assess when might be the most opportune time to convene these groups
- Michael’s October 29, 2023 Sermon - [Throughlines of Our Faith](#)
- [Financial Times Article](#) on UUA Wrestling with its Identity—all to read for next meeting

Break (5 minutes until 8:02)

9. Operations Update - Michael (15 min until 8:17)

- Reviewed: [Operations Report](#), of note
 - i. Food ministry is alive and thriving in multiple way
 - ii. New **Aging Together** program with 25-30 participants
 - iii. Very successful Green Sanctuary Climate Change Forum.
 - iv. Combining Taize and Labyrinth activities
 - v. Michael’s sermon on “[The Power of Touch](#)” was uploaded to our YouTube channel and has now been viewed over 125 times within three weeks.

10. Meeting Evaluation: (10 minutes until 8:27)

- How did we/you honor one another’s time and commitment?
- In what way did we/you open hearts and minds to each other in the spirit of patience, respect and humility?
- How did we/you engage deeply during this meeting?
- How did we/you respectfully challenge one another when necessary?

11. Job Jotter - Craig

- Kelly to invite Jeff Corcoran to next meeting
- Craig to publish approved policy manual
- Lyn will assess time of future congregants session
- All will read Financial Times article

12. Monthly Highlights

- Reviewed financial performance highlights.
- Reviewed and accept policy monitoring report for [Policy 4.3 Monitoring Report - Financial Planning & Budgeting 2022-23](#)
- Discussed findings and learning from UU heritage research
- Discussed reflections on Earth meditation and listening sessions.
- Heard Operations Report, of note:
 - i. Food ministry is alive and thriving in multiple way
 - ii. New **Aging Together** program with 25-30 participants
 - iii. Very successful **Green Sanctuary Climate Change Forum**.
 - iv. Michael's sermon on "**The Power of Touch**" was uploaded to our YouTube channel and has now been viewed over 125 times within three weeks.

13. Closing Words - Jim S.

"Here's to the bridge-builders,
the hand-holders, the light-bringers, those extraordinary souls wrapped in ordinary lives who quietly weave threads of humanity into an inhumane world. They are the unsung heroes in a world at war with itself. They are the whisperers of hope that peace is possible. Look for them in this present darkness. Light your candle with their flame. And then go. Build bridges. Hold hands. Bring light to a dark and desperate world. Be the hero you are looking for. Peace is possible. It begins with us."

— L.R. Knost

14. Next Meeting (Jan 10) Closing Words and Snacks

- Jim C.
- [Closing words and snacks schedule](#)

15. Reminders

- [Debrief Article II reading](#)

Upcoming Agenda Items (in order of priority)

1. Circle back to [4.6.2 policy](#) change/update recommendation - **not sure what needs to be done here.**
2. Continue to review financial monitoring reports policies 4.4 **4.4 unanimously approved Nov 2023** and 4.5? **4.5 is Executive Absence.**
3. Gifts that come into church, formula for distribution, operating vs capital etc. Craig and Karen working on this.

Parking Lot (items mentioned at previous meetings that might be addressed someday)

Ongoing Monitoring Items

- Do Ends need revision or prioritization based on "Powerful Question" linkage program results
- Financial structure/organization
- How does the Board assess operational performance towards accomplishing the Ends?

Respectfully submitted

Jim Schlosser, Secretary