

BOT Meeting Minutes
FEB 10, 2021

Present: Ann Hoey, Anne Drewniak, Karen Mayo, Kelly Mahony, Zoe Picard, Tom O'Brien, Jim Schlosser, Ex Officio: Michael Leuchtenberger, Lyn Marshall

Meeting commenced in a virtual meeting format at 6:30pm with Call to Order and reading of our Board Covenant of Right Relations.

Minutes Review: The minutes of the January 13, 2021 board meeting were briefly reviewed. The minutes will be edited to include only key topics and reviewed for approval during March board meeting.

New Business:

Lewis Downing Trust Committee: Trust disbursement averages between \$15K-\$20K each year. Concord UU receives \$2K annually. Trust Committee consists of Current Board Chair, Past Board Chair, Treasurer and one Ad-Hoc Member. Karen Mayo proposed Judi Soule, same Ad-Hoc member that served in 2020 continue to serve this year. Tom O'Brien motioned to accept Karen's proposing regarding Judi Soule. Ann Hoey seconded the motion. Unanimous vote to approve Judi Soule to serve as Ad-Hoc Lewis Downing Trust Committee member in 2021.

Policy Picnic Planning:

The Board committed to work on the following policy projects Saturday, March 6, from 10AM - 12PM. The Policy Picnic agenda includes: Bylaws updates, Annual meeting preparation. Governance Policy 4.6.5, Bylaws Article 6 Section 3 Quorums.

Widening the Circle of Concern:

Discussion of Chapter on Hospitality and Inclusion.

Do we have a vision of our membership being racially diverse? The board collectively agreed that we did have a vision of being a diverse and inclusive Beloved Community. How do we connect and create relationships with communities of color?

What work can we do as a church to be anti-racist?

Upcoming opportunities to learn include the February 14 Side With Love service and the February 27 UUA New Day Rising Conference.

In March, we will discuss the next chapter of Widening the Circle of Concern – Living Our Values in the World.

Bylaws

Some Bylaws need to be brought into alignment with Governance Policies. Commenced work on Article 8 due to changes made to Policy 4.4.1. Tom O'Brien motioned to change second to last sentence in Article 8 as follows. Karen Mayo seconded the Motion.

All other budget changes must be made according to our governance policies.

Karen Mayo seconded the proposal. Unanimous agreement for change to Bylaws Article 8.

ARTICLE VIII - BUDGET AND FISCAL YEAR

At each Annual Meeting the Board of Trustees shall submit an operating budget for the coming fiscal year. The budget shall be adopted by a simple majority of the voting members present at the meeting. Once the budget has been adopted, the Minister may expend the funds budgeted. The Minister may reallocate funds as long as the total annual reallocation does not exceed 10% of the total approved budget. ~~All other budget changes must be submitted to a meeting of the Church's members.~~ *All other budget changes must be made according to our governance policies.* The fiscal year of the Church shall be from August 1 to July 31 each year.

February 21 Service Planning:

Board members were asked to reflect on and share what we have learned from our review of Widening the Circle of Concern thus far with the intention of bringing the congregation along on the journey we have begun. What is the report calling us to do? Board members will create videos to be used in February 21 service.

Operations Report:

Highlights include the following:

- Worship Services:
 - A celebration of life service for Elaine Pinkham was live streamed on January 23, 2021 with a range of video tributes from congregants, family members, and former Concord UU minister Rev. Charles Stephens.
 - Monthly Taizé services now predominantly rely on music recordings made inhouse - by our staff and congregants.
- Community Plate
 - We mailed a check for \$20,066 to the Concord Coalition to End Homelessness for the donations received as part of the special community plate on November 8, 2020. (Some of the money we raised was sent directly to CCEH and some was in the form of pledges for future payments.)
- Choir/Music Ministry
 - Choir members signed up for 33 voice lessons with Kate in January.
 - Choir recorded multiple videos for use during worship as well as audio tracks including a highly creative rendition of "This Little Light of Mine" with vocal and instrumental improvisation.
 - Choir member reflections on "God" were included during worship on January 31, 2021.
- Youth Group:
 - The Youth Leadership Team (YLT) continues to meet weekly with Lyn and Michael to deepen our understanding of leadership, experiment with ideas for Youth Group, and prepare the agenda for Youth Group. Youth Group itself is now run by the YLT.
- Personnel

- o In consultation with the Operations Leadership Team, updated core competencies for paid staff job descriptions to include a Diversity, Equity, and Inclusion section that reads: Regards diversity as a core value; strives to build and sustain an inclusive and equitable congregation; holds a commitment to anti-racist practices that foster a multicultural environment; is open to continual self-reflection, learning, and growth in this area and encourages this attitude in others.
- *Pandemic Policy Team (PPT)*
 - o Arranged for a Mechanical System Consultation with Ryan Lacey to offer professional advice on the use of Fellowship Hall as an indoor meeting space once COVID community spread is down to moderate or below.
- Targeted Appeal
 - o Three budgeted targeted appeals were combined into a single appeal for \$4,500. It was launched on January 31, 2021 and will end on February 21, 2021. The response has been remarkable including a number of donations from people who have never given to the operating budget before.
- Exploring Membership
 - o 14 participants in our Exploring Membership group, the largest number in over ten years - a mix of recent visitors and pre-pandemic, longer term friends.
- Family Ministry
 - o Lyn created and launched 'Mystery Match - Pandemic Style' to foster intergenerational connections.

Meeting Evaluation: Reflected on our time together by sharing thoughts about *What went well?* and *What could be improved?*

Meeting Highlights:

This month the Board:

- Discussed the [Hospitality and Inclusion chapter of Widening the Circle of Concern](#). The conversation focused on ways our congregation can develop practices and policies that foster diversity and anti-racism.
- Discussed objective to bring Bylaws into alignment with Governance addressing current inconsistencies.
- Planned another two-hour "Policy Picnic" to progress or complete projects related to Governance Policy and Bylaws.
- Participate in February 21 Sunday service, offering personal reflections on our study of [Widening the Circle of Concern](#) and also the recent [UUA Side With Love](#) service.

Job Jotters: Jim Schlosser will send email with the tasks that each of us needs to complete.

Closing words were offered by Ann Hoey. Motion to adjourn made by Jim Schlosser, seconded by Karen Mayo. Meeting adjourned at 8:45 pm.

Respectfully submitted,
Zoe Picard