

BOT Meeting Minutes
December 9, 2020

Present: Ann Hoey, Annie Drewniak, Karen Mayo, Kelly Mahony, Zoe Picard, Tom O'Brien, Jim Schlosser, Ex Officio: Michael Leuchtenberger, Lyn Marshall
Others in Attendance: Lea Smith

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 November 11, 2020 board meeting were briefly reviewed. Karen Mayo moved to accept the minutes; Kelly Mahoney seconded the motion. Minutes were approved unanimously.

Old Business:

Holiday Outreach Evaluation:

Some guidance to facilitate task for callers. All participants, callers and callees, considered it a positive experience and were grateful for the moments of connection.

Discussion of [Policy 2.1: Moral Owners:](#)

The Earth: Seeking to clarify the inclusion of 'The Earth' as a moral owner, after brief discussion Tom O'Brien motioned to accept the Kyoto Protocol language. Jim Schlosser seconded the motion. Board reached unanimous agreement to use the following excerpt from the Kyoto Protocol to express the intention of the planet as a moral owner.

"the wisdom contained in the balance of nature and all living beings as necessary for sustaining the well-being of the planet and current and future generations of humankind."

Current Members:

After a collective review and discussion, congregants include those of all ages that participate in church activities. Karen Mayo motioned to use the following language to convey and update the meaning of Current Member as moral owner:

Current Congregants: people of all ages who are part of the life of the congregation
Tom O'Brien seconded the motion. The motion passed unanimously.

New Business:

Financial Reports:

Lea Smith presented Current Year Operating Budget – 'financially we are doing fine.' Pledges have not declined. Rental income, fundraising revenues have declined. Some expenses have also declined. As part of ongoing transparency project, the Profit & Loss Statement now includes funds, many considered designated, that were previously tracked separately. Karen Mayo stated she may proceed to request forgiveness of the Paycheck Protection Program (PPP).

Lea proceeded to highlight some new items that have been added to the data tracked in the quarterly Impact Report. The new items include: Contemplative Practices participant totals and Sunday Worship counts ' # of screens' viewing the Livestream on a given Sunday. Two new columns, 'Friends' and 'Visitors' have also been added to the report.

Widening the Circle of Concern:

Discussion of Chapter on [Governance](#) using these questions as prompts:

Which of the actions suggested by this chapter seem relevant to our community? What would be the first task? What are the barriers to implementation?

- Review policies and procedures to ensure they are not lacking in content regarding inclusivity, equality, democratic process

- Developing future leaders – “nominating committees as agent of change”

- Congregational capacity for conflict resolution, as an offering to reduce polarization in the world.

- [5th Principle Project](#) – UUA reform – can we have any influence over UUA? Do we engage in informal practices that centralize control in the dominant group?

- Mentor church – communication with other churches to learn how they are grappling with these same issues. Potentially virtual meetings with other churches.

- Individual work to increase cultural awareness and recognition of personal biases. Karen Mayo provided the example of viewing 'Uncomfortable Conversations with a Black Man.' Episodes can be found on youtube.com.

- What Faith development activities can we envision to foster multiculturalism? Lyn Marshall provided an example of a Black Lives Matter banner ceremony that one congregation conducted.

An action to consider:

Form an alliance of UU organizations, including professional and affiliated groups, committed to creating equitable, inclusive, and diverse practices to allow learning, collaboration, and development of a common set of standards.

In January, we will discuss the next chapter of Widening the Circle of Concern:

[Congregations and Communities](#).

Sexual Offenders Policy: Anne Drewniak provided additional input regarding policy content. Final recommendations will be put forth by Anne and Zoe following policy session scheduled in January, aka 'policy picnic.'

Operations Report:

Highlights include the following:

- Sunday Services:
 - “Pre-Service Ingathering” Zoom option continues to attract a crowd of 15-20 congregants. I appreciate the chance to say hello to folks ahead of the service so I have a better sense of who is out there when I look into the camera.
- Community Plate
 - Contributions have remained strong and above our brick-and-mortar averages. The cause supported by the community plate makes a noticeable difference (which likely explains the range of \$350 to \$1,500+ per week)
- Choir/Music Ministry
 - Kate continues to offer valuable and highly regarded one-on-one lessons via Zoom. Each singer is eligible for two 30-minute sessions per month.
 - For the end of September, 10 people signed up, and I gave 14 lessons.
 - For the month of October, 16 people signed up, and I gave 26 lessons.
 - For the month of November, 20 people signed up, and I gave 33 lessons.
 - In total, she has given 73 lessons to 22 people.
 - Since we started keeping track of attendance in Breeze on October 8, 2020, there have been 28 congregants and staff who have participated in our rehearsals with average attendance of just over 22 people. Five new singers have joined the choir since the beginning of our fall season.
 - In addition to the bi-weekly choir recordings, a range of choir members are contributing to other vocal and instrumental audio projects in support of our worship services.
 - Lyn has done an outstanding job adding video tracks to several audio recording projects highlighting the music and lyrics with photos from congregants and available in the public domain.
- Youth Group:
 - Despite the cold temperatures, youth continue to meet outside whenever feasible.
 - Youth organized a second video watch party.
- Personnel
 - Hired Noah Leuchtenberger as snow removal support to clear the entrance ways, sidewalks and the walkway to the Emerson School. His first day of work was Sunday, December 6, 2020 - right after his shift as Live Stream Operator.
- *Pandemic Policy Team (PPT)*
 - Established policies for various outdoor spaces and considered (and approved) several special requests for use of the grove - as stipulated in the policy.

- o The group continues to meet regularly.
 - o Investigation of technical options for removing the virus from our indoor air spaces continues. Franz Vail has taken the lead reaching out to contractors and vendors.
- Thanksgiving Hike & Zoom Formal
 - o A number of congregants participated in a group hike up the trails behind the church the Saturday before Thanksgiving. Another group (with some overlap) came together for a Zoom Formal later the same day to socialize in our usual pre-Thanksgiving Dinner fashion.
- Exploring Membership Group
 - o Five congregants participated in the final sessions of the three-part Exploring Membership process and all have decided to join the church on December 13, 2020.
- Holiday Cheer-Raiser
 - o Grossed over \$1,500. Twenty (20) Wreaths sold. \$200 contributed to scholarship fund for New Americans. Eleven different soups sold. About \$1,000 raised for the church.
 - o Heidi Page (overall coordinator) and Belinda Nerl (soup specialist) did an outstanding job pulling this new idea together despite a snowstorm the weekend of the soup / wreath distribution.
 - o 10 soup makers, 5 bread bakers, 3 dessert (surprise) preparers (!)
- Thanksgiving Baskets
 - o Thanks to Christina Oliva and Julia Freeman-Woolpert's leadership, more than 100 congregants and community members (especially refugee families) received Thanksgiving Baskets containing food specifically tailored to their dietary needs/preferences.
- Covenant Groups
 - o At least one covenant group continues to meet monthly outside (in the church courtyard) taking advantage of the personal voice amplification systems we have purchased.
- Stewardship
 - o The stewardship committee has started to meet and formulate a message for this year's campaign. Part of the emphasis will be on the benefits of setting up pledges as automatic payments.

Meeting Evaluation: Anne Drewniak briefly introduced an evaluation process designed to help the board collectively monitor meeting quality.

Meeting Highlights:

This month the Board:

- Revised Moral Owner definitions in our Governance Policies for Current Congregant and the Planet.
- Discussed Widening the Circle of Concern - Governance chapter, possible activities – connecting with other churches
- Reviewed Financial Reports and ongoing report development to continuously increase transparency.

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

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

Respectfully submitted,
Zoe Picard