

All Souls Church, Unitarian

Board of Trustees

Thursday, May 28, 2009

Eaton Room

Board Members in Attendance

Erika Landberg
Josephine Nieves
Taylar Nuevelle
Mary Rojas
Fred Samuels
Joneis Thomas
Fred Tipson

Absent Board Members

Goldia Hodgdon
Elizabeth "Libby" Turpen

Others in Attendance

Cheranne Bennett (Nominating Committee)
Kyla Bollens-Lund (Assistant Secretary)
Catherine Clarenbach (20/20 Committee)
Gabrielle Farrell (Religious Education)
Jody Feldman (Moderator)
Patrick Fitzgerald (Beckner Committee)
Mark Flood (Investment Committee)
Steve Godwin (20/20 Committee)
Louise Green (Social Justice Ministry)
Rob Hardies (Senior Minister)
Lynne Heltman (Membership Secretary)
Barry Johnson (Treasurer)
Eliza Klose (Secretary)
Walter Le Flore (Intern Minister)
Shana Lynngood (Associate Minister)
David Reynolds (Assistant Treasurer)
Stephanie White (Beckner Committee)
Craig Dylan Wyatt (Congregation)
Kelly Young (Facilitator, Visioning Committee)

Opening

- Call to Order and Agenda Overview, Erika Landberg

Visioning

The Reading and the Deep Chair, led by Shana Lynngood, were built around the theme of "Listening." Shana read an excerpt from a December 1944 sermon by A. Powell Davies on "Why I Go to Church" as a segue into the Visioning discussion.

Kelly Young led a half hour visioning session with the BOT, asking questions about why folks attend ASC now and what they foresaw for the Church in the future. The

ideas, which represented individual and small group thoughts, were written on different colored index cards. The cards, which were collected by the Visioning Committee, will allow the Committee to determine congregational goals for the next five years. The process will be repeated with as many members of the congregation as possible between now and September to assure that the goals represent the thoughts of a broad range of people.

Comments: What did the process feel like?

Erika led a discussion on the process.

1) How do we measure the breadth and success of the process? Census information? Diversity of background? How do we define Diversity?

2) How do you deepen and measure relationships? Through repetition, meeting with people regularly. Can we build on the success of our new neighborhood, zip code meet-ups? Can we get feedback at end of year? Do a survey? Do surveys work? Can we ask people if they feel they have deepened relationships? Can we expand them through covenant groups? Ask people if they got what they were looking for?

3) How do we reach out and get as many people as possible to take part in the visioning process? Members and non-members. Children. Web, listening, talking, communicating. Hits to a website. Models of other UU congregations. How did they do this?

4) Crafting the goal statements. We need to make them as clear and strong as possible. Create an inspiring document that will be the basis of a lively discussion. How do we know if we've created an inspiring document? Need to be aware of how many people sign up to do something. Assess buy-in.

Comment: The amount of work taken on by members of the different groups in the Visioning Committee is incredible. Folks are putting in a great deal of effort. For instance, the Marketing Committee has developed a new 20/20 logo to help build awareness of the process. Logo shows the future, the horizon. Captures the fact that we are seeking a multiple vision.

How robust can we make the web presence? Seeking to communicate in an ongoing way. What about T-shirt? Button?

Comment: Can the excitement of the Visioning Committee connect with the generosity campaign? We want vision to be part of the generosity campaign theme. Provide synergy. Stewardship for the new Century.

Reports

- Katie Loughary, ED, sent in her report previously by email as she was not present. (See report attached)
- Barry Johnson, Treasurer, presented his report on the first meeting of the finance committee made up, in addition to Barry and Katie, of David Reynolds, Assistant Treasurer; Mark Flood, Investment Committee; Mary Rojas, BOT; and the head of the Audit Committee, vacant at present (See report)

Barry asked that the board approve the proposed terms of reference for the jobs of treasurer and assistant treasurer.

Question: Do we have the right to alter the Policy Governance document in describing the role of the Treasurer?

Jody Feldman, Council Moderator: the board has the right to make that change.

As to the Treasurer's report, there is nothing in the policy governance document that governs what the Treasurer must cover. There is consensus in the finance committee that he should be able to report as he sees fit, that that will maintain the necessary checks and balances.

Mary Rojas moved that we approve the terms of reference for treasurer and assistant treasurer as suggested by the new finance committee. The motion was seconded by Josephine Nieves. The motion was passed with 6 yeases and one abstention.

- Council Report, Jody Feldman, Moderator. Jody explained that her report is the document describing the Council Meeting on Saturday, May 30 sent by email to the BOT and the Council. The Visioning process will be one of the topics discussed at the meeting.
- Denominational Meeting Report, Chuck Woolridge, sent by email.

The BOT needs to vote on the list of delegates chosen to attend GA. (Nine are currently signed up to go although All Souls can send 16 based on our congregational numbers.) There will be a Denominational meeting after Church on May 31.

The motion to accept the list was moved, seconded and approved unanimously.

- Beckner 09-04. (See proposal)

Patrick Fitzgerald, head of the Beckner Committee, explained that the Executive Team had made a large, three-year grant request in support of the MRMC project. The Committee had decided to provide a grant of \$15,000 for one year instead of the original \$70,000 over three years. They felt that the MRMC vision is such a central, core part of All Souls that some of its activities should be covered by operational

funds, things like the website and administrative issues related to MRMC ministry. Beckner monies under its charter are to complement the core program by supporting smaller, related projects.

In general, they felt there needed to be more measurable criteria for outcomes from their grant money, and they would like to work with the board to develop some.

Shana Lynngood noted that ASC has begun to organize programs that connect to the MRMC effort, such as the Jazz Vespers event. They hope to hire a promoter who can help capture a service and its follow-up. There is some money set aside for this, but not enough due to budget cuts.

The Board will have the MRMC on an agenda again in the fall, particularly to focus on measurable results. The President invited the Beckner Committee representatives to return for that meeting and participate in that discussion.

Fred Samuels made a motion to approve Beckner Fund grant #09-04. Josephine Nieves seconded it. It was passed unanimously.

- Consideration of the Committee on Ministry Recommendation
Erika Landberg, President, announced that the Board was ready to vote on the recommendation of the Committee on Ministry seeking the resignation of Taylor Nuevelle.

Fred Samuels made the motion that the Board of Trustees seek to remove Taylor Nuevelle from her position on the Board and, unless she resigns in writing to the President of the Board on or before June 1, the Board will call a congregational meeting and ask the membership to vote to remove her from the Board.

Joneis Thomas seconded the motion.

Erika asked if there were any discussion.

Taylor stated that, in accordance with Policy Governance, the BOT cannot remove a member of the Board and that she would not resign. She then left the meeting.

Several questions were asked by meeting attendees, including: What is the process by which the decision was reached? Couldn't there be another option, such as using a mediator instead of the whole congregation? Others spoke to the obvious pain in the room, among all present, and hoped that all sides would listen to each other. There was additional support expressed for asking a mediator to help with the conflict immediately. Others felt that Taylor's letters, views and criticisms have not been dealt with in a fair and complete way.

Various board members spoke about how difficult the situation was and said that they had listened hard to all sides before coming to their decision. After receiving the Committee on Ministry recommendation of May 8 recommending that the Board ask

Taylor to resign, the Board held a special meeting with the Committee on Ministry and later a special Board meeting to hear from Taylor; called in the Executive Director of the Joseph Priestley District, a mediation expert, to work with the Committee on Ministry, Ministers and the Board; and conducted information-gathering sessions with a number of individuals. Reports of past attempts at mediation surfaced in these sessions.

Several Board members said that the situation had been discussed at length. Considering the governance policies currently in place, the lawyers on the board felt the BOT must go to the congregation as a whole to remove Taylor from the Board if she decided not to resign. In the end, the BOT came to the conclusion that it had no other option than to take the step described in the motion before the Board.

The motion was passed unanimously by the Board members present.

Consent Agenda

Erika suggested that we defer until later the vote on the minutes of the April 23 meeting.

Erika announced that the date of the June 18 meeting had been changed to a week earlier as there were a number of conflicts on June 18.

The meeting adjourned at 9:45.

Respectfully Submitted,
Eliza Klose, Secretary

Attachments:

Meeting Agenda
Senior Minister's Report
Ass't Minister's Report
Executive Director's Report
Treasurer's Report
Beckner Committee Report (not available in electronic form)
Denominational Committee Report—GA nomination list