Trusted Present:
Tim Rhodes, President (12/2019)
Libbie Buchele, Vice President (12/2021)
Tehani Collazo (12/2021)
Cheryl Gray (12/2019)
Bob Jayes (12/2020)
Erika Landberg (12/2019)
Nadine Ramos (12/2021)
John Schuettinger, Vice-President (12/2020)
Esther Strongman (12/2020)
Rob Hardies, Ex Officio

Trusted Absent:
Tim Rhodes, President (12/2019)

Officers Present:
Carrie Davidson, Secretary (12/2019)
Mike Hill, Moderator (12/2019)
Mark Regulinski (12/2019)

Staff Present
Traci Hughes, Executive Director
Lisa Grayson, Controller

Guests
Kyla Bollens-Lund, All Souls Member, Chair of Trust and Reconciliation Workgroup of the Transformation Team
Meredith Higgings-Hargrave, All Souls Member
Jeff Wilklow, Campbell & Company
Leadership Development and Nominating Committee
   Maya Herman
   Derek Robinson
   Jen Vanmeter

Chalice Lighting and Reading
Rob lit the chalice and did a reading for the Board and guests.
6-1 Approval of the Agenda

It was proposed that the development and fundraising portion of the Executive Director report come before item 6-3 and that any discussion about the new Beckner Committee members be moved from item 6-2 to 6-5, part 1 so that the other topic of related to the Beckner Committee (Beckner Restorative Circle) occur at the same time. John moved that the agenda be approved with these two changes. The motion was seconded and the vote was unanimously approved.

6-2 Approval of Consent Agenda

The consent agenda included:
1. Minutes of the May meeting of the Board pp 2-5 of attached Board Booklet;

2. ASC sponsorship of Kirk Freeman who is entering his second year of study at Wesley Theological Seminary as a Unitarian Universalist divinity student see pp 12-13 of attached Board Booklet; and

3. The deadline for preparing the ASC its agenda is December 8, 2019. John moved that the consent agenda be approved. The motion was seconded and the motion was unanimously approved.

Secretary’s Note to the Board: The copy of the May meeting minutes in the Board Booklet was incomplete. Only 4 pages of the 6-page document were included. You will have to approve them at the July meeting.

6-3 Development and Fundraising

On May 22, 2019, the Executive Director engaged Campbell & Company (see p16 of attached Board Booklet) to assist the church with the formation and implementation of a development and fundraising plan. Jeff Wilklow, Campbell & Company’s (C&C) Vice President, introduced himself to the Board. C&C is out of Chicago, but has offices in San Francisco and Seattle. They don’t do a lot of religious groups, but we’ve seen more since the election of the current president.

He and his wife have been members of Accotink UU Church in Burke, VA for 24 years. He’s been president of its board and served in a variety of capacities there so he has long been familiar with All Souls. He is thrilled to be a part of this important effort.
The first meeting between C&C and ASC staff occurred June 10, 2019. Jeff met with Traci, Rob, and Gary Penn, Communications Director to lay out C&C’s approach to plan development. Initially, C&C will perform a full review of all previous fundraising materials and conduct a “wealth screening” of the database. This will be followed by 18-20 interviews of church leaders and focus groups. C&C may also consider a congregational survey. The result will be a Three-Year Plan that hopefully gives the church its best return on investment.

• What is the “case” for increased giving?

• What are the messages we need to get out to folks?

• What will help us to prepare for the next campaign?

C&C looks at this long-term, i.e., how to take ASC to the next level? He believes that it’s important to never waste a good crisis. He believes that we all need to take lessons from what happened at All Souls and learn from them, especially now. C&C will present a full plan to the Board at its October meeting. It’s not possible to truncate the process so as to deliver a plan a month earlier. He expressed a willingness to attend the August Board meeting to answer whatever questions the Board has at that point.

Cheryl thanked Mr. Wilklow, appreciating the long-term perspective. She said that she would like to be one of the interviewees as she’d been treasurer for 4 years and that part of the church’s financing ought to be better use of the beautiful facility we now have, e.g., a 30/70 split between facility revenue and fundraising to finance the church operations.

Traci acknowledged making use of the building to generate revenue will definitely be part of the plan and asking C&C to look at the crisis from which we’re emerging and the work of the Transformation Team. Why not use the good work of that group as a case for giving to the future?

Libbie asked the board members and staff to stop referring to the church’s financial status as a crisis. “We’re not in immediate danger. It’s vital to talk about the future rather than, “Oh my God! Things are falling apart!” She said that this past weekend she’d attended a training for church trustees and all churches in the area are experiencing financial shortfalls. Trustees were asked to think about adjusting their scheme of thought to adapt to this. That’s why we need to focus on the messaging. Young people want to know what their money is for. Well, all the exciting things happen because we have lights, a building and minister. It’s not just a brochure, but it’s the message we take to the folks — peer to peer is really important.

6-3, continued Senior Minister and Executive Director Reports

6-4 Finance Report

See pp 17-19 of attached Board Booklet attached.

Mark presented the finance report. The budget for this year assumed a reboot of the Third Century Campaign (TCC) would generate the revenue needed to pay $100,000 in debt service. Because the TCC 2.0 has not occurred, the Finance Committee is considering shifting money from one asset class to another.

Mark said that the budget was built without a plan on how to meet its goals. Currently there is no plan on how to meet this obligation. It’s going to require negotiation with the bank. It’s a way to liberate $250K — you’d have to go to the general endowment. It has to sit with the bank. It’s going to be a lot of hard work between now and Dec 31. The revenues from the school tenant were largely used to expand programs — as we lost the tenant, we didn’t cut programs. That’s largely where our struggles reside.

Mike asked if there were current elements of the current budget that can be sidelined. Mark responded that all of the items on the expense side of the budget are sacred cows. No-one wants to cut religious education, music, or social justice. Nobody wants to defend the revenue side. Cheryl offered that the one thing the church could do is defer hiring a second minister.

Tehani asked Traci and Rob if part of the financial plan would address the culture shift that has to occur, i.e., if you attend the church, even if you don’t sing in the choir or send your kids to RE, we all have to help financially support the facility and staff that make it possible for us to gather on Sunday morning. Traci said yes.

Erika asked whether the “money people” are working together. Does the Finance Committee meet with the Treasurer? Traci responded that Mark, the Finance Committee, Lisa Grayson (comptroller) and Traci meet monthly on the financials before the data are submitted to the Board. The 2020 budget will be an all-hands on desk effort. (In 2019, program heads were not consulted in developing the budget.)

Libbie asked who bears responsibility for budget forecasting. The response was that this is the responsibility of the controller (Lisa), the Finance Committee, and the church’s (external) CPA.

Cheryl said that she’s really glad that the church has retained C&C. She noted that pledges have been flat since 2009 and when she saw the 2019 budget with a 30 percent increase in pledges, she was shocked. Indeed, pledges have continued to be flat, resulting in the large 2019 deficit. She hopes that C&C can help the church increases going forward. According to Cheryl, the church’s lay leadership is painfully in need of financial expertise. She and Mark are the only ones who currently have detailed knowledge and some historical perspective on the church’s finances, and one or both are likely to leave lay leadership next year. She felt that the capacity for financial oversight is significantly weaker than in the past and needs to be strengthened with the incoming board.
**Song break**

Libbie led everyone in the room in a round of a song with the words, “Come, come, whoever you are, wanderer, worshiper, lover of leaving. Ours is no caravan of despair. Come, come again come.

**6-5 Beckner Committee Items**

Rob and Tim met with the Beckner Committee in a Restorative Circle, facilitated by Kyla Bollens-Lund, to address strained relations between the board and the Beckner Committee. As part of continuing to restore relations with the Beckner Committee, part of today’s meeting includes getting Board members’ thoughts on whether the Board should submit funding requests to the Beckner Committee. Two recent requests for Beckner funding had the appearance of coming from the Board: one for updating the church’s web site and a second to pay for an ASL interpreter at Sunday service. Rob said that the BF felt thrown under the bus when a congregant, in an impromptu outburst during service, blamed the Beckner Committee for not funding the interpreter.

The Board approves the Beckner Committee’s recommendations for grants and some on the Beckner Committee have raised the potential, by virtue of this structure, for a conflict of interest and/or the potential for Beckner Committee members to feel undue pressure to approve requests that seem to come from the Board. Tim invited each board member to express their sentiments on whether the Board should submit funding requests to Beckner.

One group thought, given the purpose for which the fund was established, it was appropriate for the Board to solicit Beckner funds. According to the Deed of Gift, the “general purpose for which the fund” was established is to “support programs and activities which will: 1) enhance the influence of All Souls Church in the Washington metropolitan area; 2) Help to make the immediate community in which the Church is located a more cohesive, attractive, and forward looking community; 3) Draw people of all ages and backgrounds to All Souls Church; 4) foster human rights and dignity.”

Libbie thought that one of the issues has to do with the lack of a process for determining when requests to benefit ASC should go to the Beckner Committee. While the requests don’t come from the board, the previous Interim Executive Director asked the Board for a letter to support redoing the web site, giving the impression that the request was coming from the Board. Also, the Board could have put ASL in its budget, but didn’t.

Libbie thought greater clarity about the Beckner Committee’s priorities and a process for considering proposals that would benefit the church would help.
Tim said that the board reviewed the Deed of Gift last year and concluded that the money is not for ongoing operating funds.

Erika wondered if the problem was the fact that there isn’t a staff person assigned to liaison with the Beckner Committee. Rob said that the Committee didn’t want a staff person, but pays for their own program officer. Yet, the program officer still reports to Rob Keithan rather than to Beckner. Yesterday, Rob, Rob Keithan and the program officer met to discuss the Committee’s priorities for next year. Jalisa has also been very responsive in developing policies.

Rob Hardies thought that the Restorative Circle was a good reset in relations with the Board.

Nadine was good with the Board not requesting funds from the Beckner Committee.

Mike noted that this the strained relationship is a repeat of what happened in 1999. He felt that a solution would be that any request to the Beckner needed to have a church committee sponsor the request.

Cheryl said that the Beckner Committee used to fund internal requests. The Committee currently has a very progressive approach but most of their focus is external and oriented towards social justice. The Committee hasn’t given much weight to two of the four purposes of the Deed of Gift that support the programs and activities of the Church.

Tim asked Kayla if she thought that the Board discussion was responsive to the purpose of Restorative Circles. Kayla responded that her role is to hold the space so that the conversation continues. To be able to say that this conversation occurred, is important. She asked who is the person on the Board who would go back to the Beckner Committee and relate the discussion. Because they are a Board committee, there isn’t someone who is “assigned” to them. Tim volunteered to relate this back to them.

In light of the fact that the Board spent this time discussing its relations with one committee, Libbie wondered if the Board should send an email to the Board committees every month, to see if they have something to report? Traci agreed to send that out.

Libbie also thought the Board should recommend that members of the Beckner Committee do the INSIGHT Inventory® that the Board did in June.

**Merging Committee on Right Relations (CRR) and Congregant Behavior Committee (CBC)**

Nadine wanted to clarify something for the record. It was brought to her attention that someone thought the Board recently moved to merge the CRR and CBC. It wasn’t a motion, but a discussion that the liaison to the board for both committees would be the same person. Shirley Blakely, a member of both Committees, would assume that role. Nadine noted that the Board would not merge two committee without having a conversation.
Policy Governance Study Team

Erika reported that a PG Study Team has been established as moved by the Board last month. The team consists of four former board members (Barbara Corprew, Brenda Barbour, Chuck Woolridge, Tom Fox), two members from the Transformation Team’s Governance Work Group (Kathy Tortorici and Neil Manzullo). The team represents an incredible array of knowledge.

The team has met once, but will not meet again until September, at which point they will create a work timetable. They will be busy this summer reading eight to ten documents, including the All Souls Policy Governance Framework, Governance and Ministry by Dan Hotchkiss, David Pyle’s Draft for Discussion with Congregational Leadership (Jul 23, 2018) and the Transformation Team’s Governance Work Group Report(s). The group hopes for two outcomes: a sense that there are some short-term things we could be doing to be more true to our present Policy Governance framework document, and going forward, a longer assessment and recommendation for the future of All Souls church governance.

Bob added that in the short term, the Study Team might suggest edits to the Policy Governance Framework, eg. the addition of the 8th principle.

Suggestion for Fall Retreat

Libbie suggested that the Board have a fall retreat to kick-start the Board’s planning for next year. Nadine said that this should be voted on next month.

Leadership Development and Nominating Committee (LDNC)

Three members of the LDNC, Co-Chair Maya Herman, Derek Robinson, and Jen Van Meter, invited Board members to identify skills that will be needed on the Board next year. Chuck Woolridge, the other Co-Chair, was unable to attend the Board meeting. There will be two new positions on the Board (Secretary, Treasurer), assuming that the modification to the by-laws passes at the annual meeting, plus three board members whose terms expire. Maya noted that there are job descriptions for Secretary and Treasurer in the by-laws, but wasn’t sure if the two would be expected to liaise with committees. Tim responded that they would be doing their jobs as before, but will be voting members. Nadine, thought, for example, that they would be expected to make phone calls requesting pledges like they did in February/March of this year. In practice, Tim said, they may have additional duties, but they wouldn’t be required by the by-laws.

Maya wondered about terms and term limits — would the terms be 3 years and would time served count toward the limit on two terms? There was no conclusion.
Maya said it would be helpful to have the text of the bylaws by August.

**Board Members’ Thoughts on Skills Needed on the Board**

*Finance* (mentioned 6 times)
*Budgeting* (5)
*Fundraising* (3)
*Human Relations* (3)
*Comfort communicating in difficult situations* (2)
*Multicultural relations* (1)
*Legal* (1)
*Governance* (1)
*Congregational Communications* (1)
*Property Management* (1)
*Building Engineering* (1)
*Technical skills, e.g., computer software design* (1)
*Ability to articulate church goals and vision* (1)
*Views BOT’s role as a significant role in lay leadership, leading by example*

**Other types of representation Board members thought important**

*Young*
*Chief Financial Officer of a large non-profit*
*Strong managerial skills*
*Interested in engaging with the congregation*
*Diverse, not just in race, sexual orientation, or the others usually thought of, but income as well.*

*Has participated in Jubilee or would within the first year. (Rob added that there needs to be a way to deliver Jubilee over a 6-week period since many can’t devote an entire weekend. Tim had a problem with requiring it. He said that the training itself is not a panacea.*

Maya asked board members about their current time commitments to Board activities: The consensus was 10-20 hours/week.

**Email Address for Esther Strongman**

Everyone should check their email addresses for Esther who has not been receiving board communications. It is *sstrongman@aol.com*.

**Adjournment**

The meeting adjourned.
Next Board Meeting

The next board meeting will be July 24, 2019 starting at 7:00 PM.

Respectfully submitted,

Carrie J. Davidson
Secretary
Board of Trustees meeting  
June 12, 2019  
Agenda

5:30p – Meeting w/ Rev. Rebecca Parker on Board/Staff Relations  
6:30p – Dinner/Social Hour/Fellowship  
7:00p-9:00p – Business Meeting

Chalice Lighting and Reading

Item 6-1 Approval of Agenda-5 minutes  
Item 6-2 Approval of Consent Agenda-5 minutes
1. Approval of May Minutes  
2. New Becker Committee Members  
3. ASC Sponsorship of Kirk Freeman – UU divinity student  
4. Annual Meeting of the Church – December 8, 2019 per Bylaws Article VI

Item 6-3 Senior Minister/ Executive Director Reports-20 minutes  
Item 6-4 Finance Report-10 minutes

----SONG BREAK----

Item 6-5 Discussion Items-60 minutes
1. Follow-up on Beckner Restorative Circle-10 minutes  
2. Committee on Right Relations Follow-up  
3. Policy Governance Study Team- 5 minutes  
4. June 16 Board Fete and information session- 10 minutes  
5. Leadership Development Nominating Committee BoT Recruitment- 20 minutes  
6. Next board meeting date- 5 minutes

Adjournment
Next Meeting July

“To build the Beloved Community, All Souls Church cultivates and celebrates...  
...spiritual growth and transformation as we question, learn from others, and seek lives of meaning and reverence.  
...a welcoming, diverse, and vibrant community where we love, respect, and care for one another.  
...service and prophetic action to move the world toward justice, healing, and sustainability.”
Approval of May minutes

Board of Trustees Minutes (DRAFT)
May 22 2019

Trustees Present:
Libbie Buchele, Vice President (12/2021)
Bob Jayes (12/2020)
Erika Landberg (12/2019)
Nadine Ramos (12/2021)
John Schuettinger, Vice-President (12/2020)
Esther Strongman (12/2020)

Trustees Absent:
Tim Rhodes, President (12/2019)
Tehani Collazo (12/2021)
Cheryl Gray (12/2019)

Officers Present:
Carrie Davidson, Secretary (12/2019)
Mike Hill, Moderator (12/2019)

Staff Present
Traci Davis, Executive Director
Lisa Grayson, Controller
Jalisa Whitley, Beckner Advancement Fund Committee Program Officer

Others Present
Paula Cole-Jones

7:00 Chalice Lighting and Reading
Rev. Rob Hardies read a reading from the hymnal in memory of Sterling Lloyd, long-time member, former Trustee and Board President who died last night.

5.1 Approval of Agenda (See Attachment 1, p1)
A report from the Beckner Advancement Fund Committee to recommend grant awards for the Board’s approval was added to the end of the agenda. Libbie moved approval of agenda and it was seconded. Approved.

5.2 Approval of April Meeting Minutes (See Attachment 1, pp 2-5)
John moved approval of minutes with the correction on bottom of p4. Seconded. Approved.

5.3.1 Senior Minister’s Report (See Attachment 1, p6 for details on each of the following)
Ministerial Hiring
Transformation Sundays
Trust and Reconciliation
The Death and Legacy of James Reed
UU Heritage Pilgrimage to Boston

Walt Whitman’s 200th at the Kennedy Center and at All Souls

Summer at All Souls

Libbie requested that in the future, Rob include what he’s doing to bring the church on sound financial footing and create a performance goal for how often he will make personal appeals to the congregation each month? Rob said that he would be well-positioned the next few Sundays to do make appeals from the pulpit. The worship theme in June is giving and receiving. His sermon on June 16 is generosity — a good set up for the board session that day. Rob shared that the program staff (Choir, Religious Education) had sent out appeal letters to their program participants asking for a one-time donation of $50, but to also consider pledging.

Traci cautioned against making these requests from the pulpit a performance measure since the church has to be strategic in how it goes about addressing the deficit. Traci said that she’s been making progress on what she committed to last month regarding tackling low hanging fruit first.

Libbie said she appreciated the need for consistency each week. However, if it makes sense for the pastor to make the announcements, she would favor that since appeals coming from Rob have a greater impact.

Nadine asked Rob if he could also report on his progress in strengthening some of his growth areas. Rob responded that the ministerial development plan and progress monitoring is already undertaken by the Personnel Committee and that committee can decide how they want to report it to the board. At that time, the Board would be in Executive Session.

Traci distributed an article titled Five Pitfalls to Avoid When Evaluating the Senior Minister and encouraged the Board to read it. (See Attachment 2)

5.3.2 Executive Director Report (See Attachment 1, p7)

Financial Update (See Attachment 1, p8 for the RFP and p7 for Traci’s summary)

Development and Fundraising (See Attachment 3)

The Board asked Traci to find a development and fundraising consultant with a budget of $40,000. She has identified Campbell and Company. With Board approval, they could start in 2 days. According to their timeline on p10 of the Attachment, it will take them more than 30 days to come up with a report. The Internal Assessment occurs in the first month and will take into account the information we have within All Souls Church and what needs to happen. They would present their plan to the Board in Month 4 or August if they started this week.

Implementation would require a separate contract. John found that particularly prohibitive and thought the Board had only authorized $25,000. Traci responded that $41,500 was in the budget on line 8600. According to Mark, various drafts of the budget went to the board over 4 months and many of the things that were in the budget came out because of the lack of a tenant.

Bob said he would support this as long as the Board doesn’t postpone asking the affinity groups for money. Traci affirmed that the individualized outreach would continue.
Someone asked if the company’s references had been checked. References had not been, checked but Traci and Rob said that they would check them the next day.

John said he’d be more comfortable if those reference checks demonstrate that the company does good work and how much the implementation would cost. Nadine suggested asking the other UU churches that used them about their experiences with the firm.

Esther suggested approving entering into contract with them contingent on Rob’s check of their references so that it doesn’t hold up their getting started, and perhaps ultimately, implementation. Esther **moved** that the Board approve entering into contract with Campbell and Company contingent on Rob doing the follow-up and feeling comfortable with the references. It was seconded and **approved**.

**Tenant Search**
The adult day care center was still considering renting out the space, but a major factor is parking. They need 21 parking spaces. Rob and Traci also met with a school that was awaiting approval of their charter. It has since been approved. The head of the school, the Social Justice School, wants to have another conversation with us.

**HVAC/Asbestos Removal**
The check on air quality proved negative for asbestos so the work on the HVAC system has been complete.

**Website**
In response to a question from John, Traci said that staff would begin beta testing the website at the beginning of August. The website will be compatible with mobile and be built using Word Press. The work will be done for $10,000.

5.3.3 **Motion to Change Order of Agenda Items**

Esther moved to move item the report of the Beckner Advancement Fund Committee ahead of the Finance Committee Report (item 5.4 on the agenda). The motion was **seconded** and **approved**.

5.4 **Beckner Advancement Fund Committee Report** *(See Attachment 4)*

Jalisa Whitley described the BAFC’s process for grants based on the most recent Feb-April 2019 open grant period. The committee prioritizes organizations in the immediate community of ASC, i.e., Ward 1, have strong connections to ASC’s social justice work and priorities, and serve those most impacted by overlapping forms of oppression. One internal grant (Green Souls, $1,800) and 14 external organizations from 38 pre-applications are being recommended to the Board for approval. In total, BAFC is recommending a total of roughly $92,000 in Beckner funds.

Erika indicated that she’d like to see something put in the bulletin announcing the grants for both grant cycles. Jalisa said that she would work with Traci on making that happen.
Mark asked Jalisa to identify the groups who were being recommended for the second time. They are Black Lives Matter DC, Kindred, Justice for Muslims Collective, and the Fair Budget Coalition. Some concern was expressed about groups relying too much on BAFC funds, coming back year after year. Jalisa said that the committee is thinking about a 3 year limit. Mike noted that, having been on the other side of funding nonprofits, the organizations BAFC are doing critical work. Mark urged everyone to reread the BAFC Deed of Gift to ensure that what we approve is consistent with it. Paula Cole Jones added that, for a grassroots organization, most of which the 14 are, 3 years is not a lot of time to get up to the point where they begin to rely on multiple sources of funding. Libbie would like the BAFC to invite some of the grantees to be at the table during September’s Find Your Ministry Fair. Jalisa said she’d follow up with that too.

Jalisa also noted that each year, 3 members of the BAFC cycle off. This year, Taquina Boston, Craig Dylan-Wyatt, and Claire Smith Wulsin are cycling off. BAFC received 11 applications foo fill the openings. Rob picks one and the BAFC picks the other two. Those we are recommending to the Board are Catalina Talero, Maria Dayton, and Erika Symmonds. John requested their applications. Since they were not available during this month’s board meeting, they will be on next month’s consent agenda.

5.5 Finance Report (See Attachment 1, p10-12 for a line item review of 1st quarter actuals to budget)

Based on the first quarter’s data, Mark estimates that the church is looking at a $450,000 to $525,000 shortfall this year. Under grant revenue, there will be nothing this year ($75,000). We’re about $80,000 short this quarter in core donations and contributions. Utilities are running more than budgeted. Less than 50 percent of the Religious Education Program participants and less than 60 percent of the Music Program participants have made 2019 pledges.

Additional fundraising will be needed in FY19 to pay for the mortgage taken out to pay for the capital improvements completed in 2014. The balance in the Third Century Campaign (TCC) account is less than the minimum required by the mortgage holder (FVC Bank, First Virginia) under the terms of the Loan Agreement. The Committee recommends that funds be transferred from the operating account at Industrial Bank of Washington (IBW) into the FVC TCC account.

Libbie observed that much of what we wanted to accomplish in terms of transformation is not going to be possible if we don’t have the funding. Many of those on the Transformation Team have been withholding their money pending our transformation.

Paula Cole Jones noted that the Board has to show that we’re making changes, we have to take that part seriously, and we don’t have a lot to show yet. We can’t really fund a new minister if we don’t get more funds. She offered to ask those awaiting transformation to invest in the future of the church. Jalisa agreed to send a message to BAFC members.

Nadine suggested waiting until the church gets the fundraising and development plan from Campbell and Company.

Traci urged everyone to convey extreme concern, but not panic and it’s going to impact all of our funding sources.
New Beckner Committee Members

Thursday, May 23, 2019 at 2:58:54 PM Eastern Daylight Time

Subject: Follow-Up From May 22 Board Meeting
Date: Thursday, May 23, 2019 at 12:08:26 PM Eastern Daylight Time
From: Beckner Advancement Fund ASCU <ascu.beckner@gmail.com>
To: Execu2ve Director <execu2vedirector@allsouls.ws>

AGancements: Beckner Recommended 2019-2021 Committee Member Applications.pdf

Good Afternoon Traci,

It was great to see you at yesterday's meeting. I apologize for leaving before I could properly say hello. I wanted to follow-up on yesterday's meeting and share the attached Beckner new committee member applications for our three recommended new members. As a reminder, we have recommended:

1. Catalina Talero
2. Maria Dayton
3. Erika Symmonds (Rev. Hardies' choice for the committee)

Could you also please share my email: ascu.beckner@gmail.com with the Board of Trustees?

Thank you,

--

Jalisa Whitley

Program Officer
All Souls Church Unitarian, Beckner Advancement Fund

1500 Harvard St NW
Washington, DC 20009
240.391.8027
ascu.beckner@gmail.com
www.all-souls.org

Pronouns: she/her/hers
**New Beckner Committee Members**

Beckner Recommended 2019-2021 Committee Member Applications

**Name:**
Catalina Talero

**How long have you been a member of All Souls?**
Since just after 9/11

**Describe your passion for racial and class justice and how it connects to your ethical and spiritual practices.**
I have dedicated my career to racial and class justice and every choice I make in life aligns with those values. I am especially experienced in service to immigrant populations.

**What background, experiences, qualities, and skill sets would you bring to the work of the Beckner Advancement Fund committee?**
"I am an experienced nonprofit specialist with a proven track record on both sides of the funding table. I am an outcomes-oriented specialist who puts people first. My history of social justice and anti-poverty service at the regional, national and international level is established. Those experiences have afforded me the full range of skills required for success in this role.

As the Director of Development and Communications at My Sister’s Place, my responsibilities involve development oversight of $1M in government grants, and another $1M in corporate giving/ foundations/major gifts revenue (combined). I am responsible for all external communications, including social media and digital campaigns. I routinely utilize analytics to communicate our growth to internal as well as external stakeholders. Within six months at MSP, I have also created/cultivated a list of over 140 active corporate contacts, all mission-aligned, each of which we are working with to strengthen our volunteer program. I handle all external relations, including branding and public representation of MSP, for every event. A recent senior advisor consultancy at Search for Common Ground allowed me to develop poverty alleviation and capacity-building strategic planning in regions such as: Europe, Asia, MENA, and Africa. From my remote base in the District of Columbia, I was responsible for revamping private funding strategies in worldwide regional offices. I also shaped private fundraising policy at Search while advising on, and building, relevant infrastructure.

An ongoing consultancy at George Washington University allows me to form collaborative partnerships with various schools, among them, the School of Public Health, the School of Business, as well as the Graduate School of Education and Human Development. Highlights include a $450K AT&T gift to establish the Center for Indigenous Policy Studies and a $540K Rockefeller grant for a “Walk Up, Wake Up” real estate study connecting accessibility to “walkable” fair housing that fosters inner city resilience. As the CEO/Founder of Envaluate, Inc, my clients have ranged from local nonprofits such as DC Alliance for Youth Advocates to teams handling two national Main Streets grants (District Bridges). I have created quantitative and qualitative evaluation systems/reports for award-winning District nonprofits such as CentroNía and then done the same for international agencies such as International Center for Alcohol Policy (ICAP). ICAP is an excellent example of a client that wanted me to establish top-notch board and donor relations by spearheading an initiative partnering program participants and program funders. For the first time, they collaborated and helped curb alcohol/
physical abuse in Kenya and Guatemala. This innovative approach to donor cultivation and program growth led to a $375K gift.

As the Executive Director of One World Youth Project (OWYP), I headed up all operations of a nonprofit offering fee-for-service and leadership/career training programs in partnership with eight universities in five countries. Strategic collaborations generated a $425,000 anchor gift from the El-Hibri family as well as a $15,000 grant from Georgetown University and $17,500 in government funds from the DC Commission on Arts and Humanities. Our in-kind donations came to a total of $120K for rent and $300K in free legal services from Squire, Patton, Boggs. Previously, at Global Kids, I had exercised similar responsibility, and within seven months at Global Kids our “friendraisers” were among the best attended events in the sector. I collaborated closely with advisory board members representing KPMG, RLJ Private Equity, and Hilton throughout. We increased the team budget by 17% within the first eight months and our online following across all platforms grew from 17.5K to approximately 22K.

As a funder at the U.S. Department of Education Office of Postsecondary Education I oversaw fiscal appropriations for NRC and FLAS grantees. I also had previous experience as a funder when I served all highest risk children/youth programs in the Greater Washington Metropolitan Area at the DC Children and Youth Trust. I offer a deep, firsthand understanding of the relevant nonprofit landscape. Thank you for your time and consideration. Catalina Talero ctalero0@gmail.com 202-277-5836

**Name:**
Maria Dayton

**How long have you been a member of All Souls?**
7 years

**Describe your passion for racial and class justice and how it connects to your ethical and spiritual practices.**

My great-grandparents were migrant workers from Mexico, and their journey and religious values in many ways inspired my path from activism into advocacy, communications, and finally social entrepreneurship. I have worn a multitude of hats within many diverse fields; and this varied experience has convinced me that a pursuit of racial and class justice is a fundamental part of systemic change and a Christian worldview.

Originally, my interest in racial/class justice was centered around the Middle East and human rights related issues. While in graduate school in France, I worked on UNESCO’s International Panel for Democracy and Development which was chaired by former UN Secretary General Boutros Boutros Ghali - a Coptic Christian. This evolved into a position in Egypt with the UN Development program and various efforts organizing faith based civil society groups and managing various human rights projects on the ground. Eventually, I ended up back in DC leading Middle East programs for Hillary Clinton’s NGO - Vital Voices - where I organized communities of practice around female entrepreneurship. In 2011 - my successful incorporation of the first network of Arab business women’s associations was awarded the AAI - Arab American Institute’s 2011 Khalil Gibran Spirit of Humanity Award.

Over time my work with civil society groups evolved into working more closely with the media in the Middle East and globally. I realized that in order for inequality to be addressed, access to global narratives would
need to be democratized... i.e. people on the ground must be able to tell “their story” to the world. I spent the next ten years working on various social media projects and media companies - starting w/ local video journalists in Iraq and Syria - but quickly moving globally (I give more details below).

It was my struggle raising capital for these media ventures that focused my attention on the inequalities apparent in accessing capital and the need to not only democratize narrative but also capital and impact investment in particular. For the last 5 years my efforts have been in the creative capital space and the building of movements around grand challenges. I feel like the intersection of democratization of capital and democratization of narrative represents my mission in life. It also represents what I believe to be the key to eliminating social and class-based inequalities - which is a cornerstone to my faith.

What background, experiences, qualities, and skill sets would you bring to the work of the Beckner Advancement Fund committee?

I believe I would bring to the Beckner Advancement Fund community a unique worldview and crossdisciplinary experience in movement building, media, and finance in the most difficult of environments.

I have over a decade of on-the-ground experience on four different continents building the stakeholder relationships, funding mechanisms, and technologies necessary to address major issues including: workforce innovation, political reform, and minority empowerment. Through the course of this work, I have gained extensive contacts within civil society, media, donor agencies, governments, and private industries and have used them in order to develop, fund, and manage over 20 major projects with combined budgets exceeding $40 million USD. This includes the successful founding of a Mashables Top 20 Startup - Transterra Media, the incorporation of the first two NGO coalitions in the Middle Eastern Gulf region, and the first-ever conditioning of US military aid to Egypt in 2008 on human rights grounds. Through these successes and others, I have become comfortable designing strategies, research protocols, and managing the financial and human capital needed to implement and/or scale a project or collaboration.

Overall, I believe this varied experience will make me a unique and valuable asset to the Beckner Advancement Fund network. I included more specific details below:

Social media:

2005-2010: Created multi-channel major human rights campaigns around 10 major elections across North Africa and Asia and one general strike - with total engagement of over 100 million.
2010-Present: Admin of a global community around creative sector entrepreneurship called “Entrepreneur the Arts” - We have a community of almost 400k people on Facebook from (Egypt 94k, Pakistan 90k, Jordan 25k, Brazil 18k, US 16k, India 9k, Saudi Arabia 5.4k etc).

Communications:

Creation of a successful media company and networks across 123 countries w/ engagement of over 1 trillion w/ 5000 video stories in 5 years.
Training

Created and implemented training programs at all levels of government and the private sector. Current consulting efforts involves training programs across 26 agencies of the US government.

Community outreach

Successful movement building experience across 3 continents - in particular efforts that combine social media, technology, and creative finance.

Creative Finance:

Organizer of the UN Frontier Finance Summit & Advisor to 5th Element Group
Advisor - IoT Impact Labs (blockchain IoT)
Founder Prosparity - new approach to aggregating impact investment opportunities for millennials. (in development)
Founder Gaming4Good - partnership with Jay-Z’s Roc Nation fund to develop the African gaming sector.

Biography:

Maria Lynne Dayton is a successful social entrepreneur, systems architect, and creative finance expert who has developed, funded, and managed over 20 major development and IT projects on 4 continents with a variety of stakeholders including: international organizations, governments, civil society, and the private sector. She specializes in achieving systemic impact at the nexus between crowd-based technology, rich storytelling, and disruptive fin-tech.

Her current passion is the creative financing of the UN Sustainable Development Goals and last mile infrastructure; blending different approaches such as blockchain, impact investment, and crowd finance. As an Impact Fellow at Singularity University she is also leading several moonshot initiatives with a coalition of Fortune 50 companies and foundations around global health and small business finance.

Maria has co-founded a number of companies, including Transterra Media, an award-winning online marketplace that is changing the way companies source news and marketing video. Transterra currently has offices in Dallas, London, and Beirut, where it brokers and produces video stories for large satellite broadcasters and brands that empower local voices. These stories have reached over a trillion people globally with 70% of profits returning to local producers. Transterra has received awards from Red Herring, Wamda, The Dublin Web Summit, and was selected by Mashables as one of its Top 25 Startups in Unlikely Places.

Maria holds a BA in International Studies and Biology from Gonzaga University, as well as, MAs from both France and Egypt in International Relations, International Economic Development, and Middle East Studies. She consults regularly with governments and IGOs on citizen engagement, alternative finance, and ecosystem development.
Name: Erika Symmonds

How long have you been a member of All Souls?
Three years+

Describe your passion for racial and class justice and how it connects to your ethical and spiritual practices.
Addressing racial and class injustice is a key part of my personal and professional life. I’m a black kid in America, who grew up in NYC in the eighties under the wing of a social worker mom dedicated to service. My work centers around making sure young brown kids see their tremendous worth and value, brown adults who’ve been locked up get chance to thrive on the outside, and that action is taken to address climate and environmental injustice experienced by people of color and in communities with less financial wealth. I’m a member at All Souls because this spiritual community is motivated by a vision of a beloved community that requires addressing injustices and learning a better way of sharing and being in rhythm with this earth. Being in this community is a chance to learn, find strength, and be humbled- all necessary to achieve to be my best self in this work.

What background, experiences, qualities, and skill sets would you bring to the work of the Beckner Advancement Fund committee?
You all are looking for experience in areas: social media, communications, training and facilitation, and/or community outreach. I’ve been in the non-profit sector for 16 years and have been on the receiving end of many grants. If love the opportunity to help bring funding access to folks working towards justice. I know how hard the work can be. Through my work I’ve had a lot of experience in training and facilitation- ranging from my life instructing kids in outdoors skills and facilitating conversations on the various “isms” they face and are a part of during my time as an Outward Bound instructor; to training volunteers and young adults in construction skills while building homes with Habitat for Humanity and YouthBuild; to co-founding and leading up training and service programming for a non-profit in NYC that combined training and service to connect young adults living in public housing to opportunities in the green economy; to heading up the curriculum development and workforce training program of a multi-state non-profit aiming to make sure the solar workforce is equitable and inclusive. Additionally, although trying to rid myself of it, I am active on Facebook and familiar with other platforms of social media. My roles have required community outreach and engagement- mostly to recruit training participants, build trust as our young people prepares to be heavily present in various neighborhoods, and recruiting income-qualified residents to receive energy efficiency services and access to fresh food at no cost.

With a personal and professional life centered around addressing injustice, a selfish desire to learn and grow through the experience of reading and discussing proposals, and a sense of what it takes to pull off projects on the ground, I feel I’m a good fit for this committee.

For extra points, I’ll not so humbly mention that I’m known for my humor and I’m generally a pleasure to work with. It may be rumor, but that’s what’s been reported back to me.

Thanks for your consideration.
ASC Sponsorship of Kirk Freeman

Tuesday, June 4, 2019 at 4:45:29 PM Eastern Daylight Time

Subject: Fwd: Recommendation to ASC BOT: Support for divinity student
Date: Monday, June 3, 2019 at 10:46:25 PM Eastern Daylight Time
From: Libbie Buchele <libsterdc@gmail.com>
To: Executive Director <execu-vedirector@allsouls.ws>, Thurman Rhodes <trhodes818@gmail.com> for the board agenda

---------- Forwarded message ----------
From: Meredith Higgins <higginsrfp@gmail.com>
Date: Mon, Jun 3, 2019 at 9:43 PM
Subject: Recommendation to ASC BOT: Support for divinity student
To: <trhodes818@gmail.com>, <schueXnger.john@yahoo.com>, <ssstrongman@aol.com>, <rjayes@mfagwu.edu>, <libsterdc@gmail.com>, Tehani Collazo <coquirunner@gmail.com>, Nadine Ramos <nadine.bowden.ramos@gmail.com>, <Cherylwgray@gmail.com>, Erika Landberg <erika.landberg@gmail.com>
Cc: Meredith Higgins <higginsrfp@gmail.com>

June 3, 2019

From: Committee on Ministry (COM) Meredith Higgins Hargrave, co-chair
To: All Souls Board of Trustees
Tim Rhodes, Libbie Buchele, John Schuettinger, and Trustees

Recommendation: All Souls support for Kirk Freeman as a divinity student studying to become a Unitarian Universalist minister.

Explanation: The UUA used to require students who have graduated from divinity school must be supported by a UU congregation before the graduate seeks approval from the Ministerial Fellowship Committee (MFC). As of 2017, the policy has changed and students are encouraged to find a congregation to support them within the first year of study.
The Committee on Ministry endorses Kirk Freeman, an active member of All Souls for over 10 years. A summary of his contributions to our congregation follow. At this stage, it is not necessary to have a congregational vote, but simply a vote of the Board. We hope that you will put the vote for the sponsorship on your agenda at your next meeting on June 19.

Additional information, if needed. If the reader would like to know more about the process and requirements regarding candidates seeking to be UU ministers, you can look on the UU
Web site at: https://www.uua.org/careers/ministers/becoming/index.shtml

The Statement of Congregational Sponsorship form can be found
https://uua.org/careers/ministers/becoming/22461.shtml

Please call me if you have questions, Thanks Meredith Higgins Hargrave 301.996.0232

***

Kirk Freeman – Highlights of experiences and contributions at All Souls Church, Unitarian.

Kirk first attended All Souls on September 9, 2001, as a college student spending a semester in DC as a Capitol Hill intern. Upon returning to DC after graduating in 2003, he attended services off and on until he signed the book in 2006. Kirk and his wife, Betsy Quilligan, were married in the church by Rev. Shana Lynngood in late 2007. Their children, Harrison and Grace, were dedicated in the church. Their growing family, as well as their participation in the Third Century Challenge, brought Kirk and Betsy into a deeper relationship with the Church.

Kirk currently serves on the Children and Youth Religious Education Committee as well as the Adult Spiritual Development Committee. He is a Worship Associate and has previously served as an RE Teacher, a co-facilitator of a Beloved Conversations small group, and a member of Norman Allen’s Ordination Committee. He also organized the Safe Shores Child Sex Abuse Prevention Training that was held at the Church this past year. Kirk has taken Jubilee Training and has participated as a student in multiple ASD classes over the years.

Betsy and Kirk were both members of the team that organized this year’s Weekend on the Bay. Betsy is an OWL teacher and has previously served as a co-chair of the Generosity Committee. Kirk has also engaged with the broader UU faith community by serving as an All Souls Delegate to GA 2018. Betsy and Kirk have been members of the UUA’s President’s Council for two years.

Kirk has completed his first year of study at Wesley Theological Seminary here in D.C., where he is pursuing a Master of Divinity. Revs. Hardies and Parker wrote letters of recommendation to support his application. Kirk has taken a class and intends to take additional classes from Starr King School for the Ministry to supplement his coursework at Wesley. To date Kirk has maintained a 4.0 GPA. He looks forward to serving as a member of the Wesley Theological Seminary Student Council as a student representative. He hopes this will provide him an opportunity for deeper interfaith dialogue and ally-ship with LGBTQIA+ student leaders of this Methodist Seminary that is committed to inclusive community and theology despite the fact that the denomination’s General Conference voted to affirm a regressive anti-LGBTQIA+ policy.
Senior Minister Report

Senior Minister Board Report
June 12, 2019

Ministerial Staffing Plan

Next year’s ministerial staffing plan is complete and will be announced to the congregation early this week.

Trust and Reconciliation

I’ve been very involved over the last couple of weeks in the Transformation Team’s Trust and Reconciliation work. On Saturday I participated (along with two board members) in a fishbowl conversation listening to the concerns of those who feel most alienated from the church since Rev. Susan’s departure. Later I participated in a restorative justice circle with another group of congregants. I thought the day was very productive. I am also working with participants in the Trust and Reconciliation process to craft our next Transformation Sunday on June 23.

I am excited to announce that on Wednesday June 26 All Souls, NPR and WAMU will co-host an event to coincide with the release of the final episode of "White Lies," the NPR podcast that tells the story of the murder of our former associate minister James Reeb, as well as the violence and oppression that kept his killer from being brought to justice. Members of James Reeb's family will be present for this event, at which we will also formally dedicate the James Reeb Lobby. I hope you'll join us for this powerful gathering.

Thanking and Saying Goodbye to Revs. Braxton and Parker

On Thursday June 27, we will say thank you and farewell to Revs. Rebecca Parker and Joanne Braxton, whose last day with us is Sunday June 30. We will celebrate Rebecca and Joanne with potluck meal, live music and a brief program of gratitude.

Weekend on the Bay

Many thanks to James Ploeser, the Milner family, and the team of volunteers that planned this year’s Weekend on the Bay. Over 180 members attended this year’s retreat. I attended with my son, led worship, taught a mediation workshop, and, as tradition dictates, emceed the Annual Intergeneration Water Balloon Toss.

Ruby Bridges Suite

Congratulations to Jen and Rochelle and the All Souls music program for three outstanding performances of Step by Step: The Ruby Bridges Suite. Between two performances at the African American Museum of History and Culture and Sunday service at All Souls, we estimate that about 1000 people enjoyed the performance.

Revolutionary Love 2020

I have been in dialogue with my colleague and friend Jacqui Lewis about locating her annual gathering of religious progressives at All Souls in April 2020. Every year, Jacqui’s church, Middle Collegiate in Manhattan,
hosts a major gathering of religious progressives and activists. I have attended and spoken at the conference several times. Jacqui would like to bring this conference to Washington and All Souls for the 2020 election year. I think this would be an exciting opportunity for the church to be a platform for religious progressive voices during an election year. We’ll keep you posted, as details are still in negotiation.

Annual Meeting Date Change

We need to set the date of our annual meeting. Traditionally, the meeting has been held on the first Sunday in December. This year, that falls on December 1, which is the end of Thanksgiving weekend. (Thanksgiving is late this year.) In years past, when this has happened we have shifted the annual meeting date to the SECOND Sunday of December. That would be December 8. For planning and communication purposes, it is important that we clarify this date ASAP, as it effects a lot of calendaring and planning for the fall and holiday seasons. I propose and would ask the board to officially approve a December 8 annual meeting date. This date is consistent with our bylaws. Thanks for your consideration.

Fundraising Activity

The Board asked me last month to make a regular report of my fundraising activity. Here are some details:

- In the month of May the church received a major gift after conversations with a donor.
- From the pulpit on May 24 I made a case for the church’s financial need and personally made the offertory appeal. The appeal received a positive and generous response.
- I have continued to make gift appeals in some but not all of my weekly constant contact emails.
- I have been working with Traci to identify and recruit potential anchor tenants.
- Traci and I met for an initial meeting on Monday with our fundraising consultants Campbell and Co.
Executive Director Report

June 12, 2019

Executive Director Report for the Board of Trustee Meeting

Finance Update:

Budget

Utility costs continue to run well over the budget because anchor tenant rent revenue was improperly applied to offset costs. To identify cost saving, the ED engaged on June 4, 2019 Honeydew Energy advisors to conduct an audit of ASC’s gas, water and electric bills to identify any potential cost savings or rebates. This is a no obligation utility audit.

Financial Review

On June 10, 2019 the ED engaged Ubelhart, Rogstad& Associates, P.C. to conduct the required financial review of the FY 2018 budget. After consultation with the Finance Committee and our outside CPA, the firm was chosen to perform the review at a cost within the board approved budget.

Tenant Search:

Tim Foley, with Savills, has conducted tours with two charter schools over the last two weeks. So far, both have expressed serious interest. However, no proposals have been submitted. We are still in the initial stages of fielding interest. One of the charter schools that has conducted a recent tour is among the schools approved by the DC Public Charter School Board last month.

Development and Fundraising:

On May 22, 2019, the ED engaged Campbell and Company to assist the church with the formation and implementation of a development and fundraising plan. The first kick-off meeting with the ED, Senior Minister and the Communications Director occurred on June 10, 2019 to begin setting the course for the creation of the plan. Development of the plan will require the full involvement of the board and other key lay leaders by participating in internal interviews so that the team from Campbell may gain insight in the financial needs/goals of the church. Plan development will also include a wealth screening of donors currently registered in ACS to determine giving tolerance. A full plan set to be presented to the board at the October meeting.
Finance Report

All Souls Church Unitarian
Finance Committee Report to the Board
June 11, 2019

I. Overview

A. Owing to the early date of the June BOT meeting, the Finance Committee will not have met prior to the BOT meeting. As a consequence, our report to the Board this month does not enjoy the robust interrogations and discussions which typically result from our monthly meeting. Nonetheless, observations, assumptions, and projections from committee members who have separately reviewed this month’s operating report and balance sheet have been incorporated below.

B. By the time of the upcoming Board meeting the Committee anticipates that the Board will have reviewed the April P&L report which summarizes the results of the first trimester of the current fiscal year compared to the FY ‘19 budget and the P&L results from the same period in 2018 (attached hereto). If so, then the Trustees will have noticed that the P&L report indicates YTD revenues in excess of expenses totaling approximately $2,260.

C. Based on commentary notes provided by the Controller and review of the detailed P&L the Committee noted that this excess remains largely attributable to the ongoing impact arising from intra-fund transfers from our Endowment funds. However, there are a number of positive trends pertaining to core contributions which if sustained and grown could mitigate the projected shortfall for the year.

D. Notwithstanding the positive developments pertaining to certain Core Donations, Pledge Contribution trends, unless significantly reversed, will likely result in expenses exceeding revenues by $500,000 by the end of 2019.

II. Trends that significantly inform year-end results

A. Regarding revenues:

1. At the end of the first trimester, Core Donations attributed to Annual Pledges continue to lag behind the Budget by almost $140,000. If this trend continues it is reasonable to expect that the shortfall on an annual basis will be approximately $420,000.

2. Conversely and on a positive note, Core Donations attributed to Non-Pledge Contributions and Plate Cash exceed the year-to-date budget by approximately $41,000 which if continued could offset the
Pledge Contribution by approximately $120,000 thereby reducing the Core Donations shortfall to approximately $300,000.

3. Similarly encourage is the facilities rental income which if maintained at its current rate could contribute over $30,000 more in revenue than budgeted. However, the lack of success with regards to Grant income means that whatever success we might enjoy renting the church’s facilities will be offset by the shortfall in Grant revenue.

4. If Investment Income and Core Program contributions achieve their respective budgeted level of revenue and other revenue trends are maintained then we can reasonably expect a total revenue shortfall between $325,000 and $350,000.

B. Regarding expenses 1. There remain three expense trends for which it appears little can be done to abate or substantially mitigate: Bookkeeping & Accounting Service fees, Utility expenses and Mortgage payment obligations. The Bookkeeping & Accounting Service fees will likely exceed the budget for same by approximately $25-30,000, Utility expenses are likely to run between $60-80,000 above budget for the year and the mortgage payments will run approximately $50,000 above budget for the year. All other expense items are substantially on budget or otherwise manageable through off-setting savings when timing considerations are included. Nonetheless, we should anticipate that expenses in total will likely exceed the budget by approximately $150,000.
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June 11, 2019
Finance Committee report to the board
All Souls Church, Unitarian
Beckner Restorative Circle

Subject: Re: Following-up on Beckner Restorative Circle  
Date: Tuesday, June 4, 2019 at 4:50:49 PM Eastern Daylight Time  
From: Executive Director <executivedirector@allsouls.ws>  
To: Executive Director <executivedirector@allsouls.ws>  

---------- Forwarded message ----------  
From: Kyla Dixon <kyla.bollenslund@gmail.com>  
Date: Wed, May 8, 2019 at 1:36 PM  
Subject: Following-up on Beckner Restorative Circle  
To: Tim Rhodes <trhodes818@gmail.com>, Libbie Buchele <libsterdc@gmail.com>  
Cc: Beckner ASCU <ascu.beckner@gmail.com>  

Hello Tim & Libbie,  
I am writing to follow-up on the commitments made during the restorative circle with the Beckner Fund held several months ago. Below are the commitments made by the Board that evening. Can you please review these and give an update on what you have done and/or are doing to honor these commitments?

Board commitments:  
- Create clarity in relationships with our committees. Be responsive and responsible. Foster open communication.  
- Strengthen communication with staff. Be clear and in agreement before engaging the committee.  
- Rethink proposals/requests to Beckner  
  Below are the commitments made from the Beckner Fund, with comments in red that speak to the actions taken to follow through with these commitments.

Beckner Fund Commitments:  
Strengthen relationships with Board Liaison to Beckner. Provide background information on the Fund, etc. (Meeting held with Board liaisons on March 12th. Shared deed of gift, strategic plan, and listing of past grantees).  
Meet with the new ED to build relationship and discuss how Beckner Fund is used/requested. (Meeting held with ED on March 31st. Discussed the website and the ED agreed with the committee that the current request is outside of the school of the deed of gift as currently presented. Shared deed of gift, strategic plan, and listing of past grantees).  
Meeting with investment committee. (Had an email conversation to clarify allocation process and updated new committee member handbook. Sent an email to the investment committee to discuss the feasibility of multi-year grants given our annual allocation process.)

In faith,  
Kyla  
--  
Kyla Bollens-Lund Dixon | www.kyladixon.com | 401-527-1280  
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Thurman H. Rhodes Sr.  
"It's easier to build strong children than to repair broken men." Frederick Douglass
Board of Trustees Fete and Information Session
Sunday, June 16, 2019

Run of Show

Saturday
10am-2pm  Food preparation in All Souls Kitchen; other set up as needed

Sunday
10:00am  Set up food serving, dessert and drinks areas
11:15   Sunday Church Service ends
11:30   Food served outside
11:45   For Kids, dessert and games available on playground, the front of the church. Board Games on Terrace
        Children have dessert in Child Care

        Adults invited to Pierce Hall for special Fathers Day “adult” beverage, desserts and to hear from the Board

12:00pm  Board Information Session 1
12:30   Q&A with the Board
1:00    Board Information Session 2 (Board members go out and recruit folks who could not come to the first session)
1:30    Q&A with the Board
2:00    Clean up all food and dessert areas; put away games, etc.

Agenda Overview:
  Welcome – Libbie - 3
  Governance – John & Bob - 5
  Finances – Mark & Cheryl? - 5
  Ministerial Search – Tehani – 5
  ED & Performance Management – Esther & Nadine - 5
  Congregation Communication – Carrie, Erika Loke, Mike Hill? - 5

Emcee: Libbie
Timekeeper: Mike Hill
Leadership Development Nominating Committee

---------- Forwarded message ----------
From: cwooldridge108@comcast.net <cwooldridge108@comcast.net>
Date: Sun, Jun 9, 2019 at 5:04 PM
Subject: Recommendation to Appoint 2 Members of LDNC
To: Tim Rhodes <trhodes818@gmail.com>
Cc: Maya Hermann <hermann.maya@icloud.com>, Charles Wooldridge <cwooldridge108@comcast.net>

Dear Tim,

The Leadership Development and Nominating Committee (LDNC) recommends the following two individuals for two current vacancies on the LDNC. Please see the short biographical statements for each.

We request their appointment at your June 12 Meeting.

Please note that Michael Chandler was unable to attend the last All Souls Membership Class so has not yet signed the membership book. She will be attending the upcoming Membership Class. We request her appointment be contingent on her signing the membership book.

Please let us know if you have any questions.

Thanks,

Chuck Wooldridge and Maya Hermann
LDNC Co-chairs

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For term ending at 2019 Annual Congregational Meeting
Claire Adrian-Tucci has been a member of All Souls Church since 2016. She enjoys being an active member of Young Souls and has served as the social chair and president of the group. She has also served as a middle school religious education teacher and facilitated a section of beloved conversations. When not volunteering for church projects, Claire works as a middle school science teacher. She enjoys reading, knitting, and spending time with her (introverted) husband and two cats. Claire is excited to join the LDNC.

For term ending at 2020 Annual Congregational Meeting
Michael Alison Chandler is the managing editor at MemoryWell, a digital platform that enlists journalists to tell the life stories of seniors. Previously, she worked as a reporter at the Washington Post for more than a decade, where she covered education and also families and gender issues. Michael is a Cleveland native, a graduate of Mills College and the UC Berkeley Graduate School of Journalism. She is also a Mount Pleasant resident and mother of two. She has attended All Souls on and off over the past decade and regularly for the past two years. She and her husband, a Jack Mormon/Jewish interfaith couple, were married by a rabbi in the All Souls courtyard on May 26, 2010.

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Thurman H. Rhodes Sr.
"It's easier to build strong children than to repair broken men." Frederick Douglass
## Next Board Meeting Date

<table>
<thead>
<tr>
<th>DATES</th>
<th>EVENTS</th>
<th>LOCATION</th>
<th>WORKSHOP TOPIC</th>
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</thead>
</table>
| 03/13/2019 6:30-8pm | Board Work Session                    | Library   | 1. Proposal on moving meetings back to the 4th Wed of the month to get consistency back in the meetings & synch up with financials.  
2. Church Council Meeting on 30th - what is needed from the Board? What is planned?  
3. Process Discussion  
4. Communications Proposal  
5. Seasoned BOT members brain dump for BOT newbies on goals for this year  
6. Church management & Fund Development  
7. Long-term and short-term goal setting & timeline:  
   a. What do we do when each month?  
   b. What are our 3 goals for the year?  
   c. Finalize agenda for monthly meeting  
   d. Jubilee training discussion |
| 03/20/2019 6:30-9pm | Monthly Board Business Meeting       | Eaton Room | Treatment of Staff and Volunteers  
Website proposal  
Monitoring report  
Senior Minister Evaluation Review  
Weekend on the Bay  
Church dance |
| 04/17/2019 6:30-8pm | Board Work Session                    | Library   | David Pyle’s Recommendations  
Finance update  
Personnel committee update |
<p>| 04/24/2019 6:30-9pm | Monthly Board Business Meeting       | Eaton Room | David Pyle’s Recommendations |
| 05/08/2019 6:30-8pm | Board Work Session                   | Eaton Room | Transformation/Governance Team |
| 05/15/2019 6:30-9pm | Monthly Board Business Meeting       | Eaton Room | |
| 06/12/2019 6:30-9pm | Monthly Board Business Meeting       | Eaton Room | |
| 6/19/2019        | UUA General Assembly                 |           | |
| 07/24/2019 6:30-8pm | Monthly Board Business Meeting       | Library   | |
| 08/28/19         | Monthly Board Business Meeting       | Library   | |
| 9/18/2019 6:30-8 pm | Board Work Session                  | Library   | Asset Protection Monitoring report |</p>
<table>
<thead>
<tr>
<th>Date/Time</th>
<th>Event Description</th>
<th>Location</th>
<th>Notes</th>
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<tbody>
<tr>
<td>9/25/2019 6:30-9pm</td>
<td>Monthly Board Business Meeting</td>
<td>Eaton Room</td>
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<tr>
<td>10/16/2019 6:30-8pm</td>
<td>Board Work Session</td>
<td>Library</td>
<td>Communications Monitoring report/ Prepare 2019-2020 Calendar</td>
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<td>10/23/2019 6:30-9pm</td>
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<td>11/3/2019 1:00-2:30pm</td>
<td>Congregational Budget Presentation</td>
<td>Sanctuary</td>
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<tr>
<td>11/6/2019 6:30-8pm 5:30-6:30</td>
<td>Board Work Session/ Meet with Staff</td>
<td>Library</td>
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<td>11/13/2019 6:30-9pm</td>
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<td>Eaton Room</td>
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<tr>
<td>12/01/2019 1-3pm</td>
<td>Congregational Meeting</td>
<td>Sanctuary</td>
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<td>12/4/2018 6:30-8pm</td>
<td>Leadership Meeting/ Board Work Session</td>
<td>Library</td>
<td>New Board Orientation</td>
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<td>12/11/2019 6:30-9pm</td>
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