

All Souls Church Unitarian Board of Trustees Meeting Minutes

June 15, 2022

Trustees Present

Cait Clark
Joe Feuer
Sophia Fisher, Secretary
Gretta Goodwin
Maya Hermann
Traci Hughes-Trotter, ex officio
Neil Manzullo, President
Clair Null
Kathleen Rolenz, ex officio
Cathy Tortorici, Vice President
Justis Tuya
Chuck Wooldridge

Trustees Absent

Bernard Mustafa, Treasurer

Guests Present

Morgan Duncan, Search Committee
Paula Cole Jones, Search Committee
Erica Landberg, Search Committee
Jennifer Keller, Search Committee
Carolynn Fowler-Smith, Search Committee
Greg Ford, Search Committee
T Vatnick, Search Committee

Staff Present

Bill Sinkford

Reports Received

- Executive Team, with addendum from Music Ministry
- Executive Limitations: Anti-Racism, Anti-Oppression

Convening

Neil convened the meeting at 7:02 p.m.

Chalice Lighting and Reading

Rev. Kathleen opened the meeting with a reading

6-1 Approval of Agenda

- *Motion to approve agenda*
 - Approved without objection

6-2 Approval of Consent Agenda

- Items on the consent agenda:
 - April 20 minutes
 - April 27 minutes
 - May 18 minutes
 - Housing Allowance Resolution
- *Motion to approve, seconded, approved without objection*

6-3 Your Peak Experience at All Souls

- Attendees split into two Zoom rooms and briefly shared their peak experiences with All Souls

6-4 Elections

- Election of Neil to be President and Justis and Cait to be co-Vice Presidents
 - *Motion to approve, seconded, approved without objection*

6-5 Appointment to Vacant Board Seat

- Chuck was nominated to fill the remainder of Cathy's term, through June 2023
 - *Motion to approve, seconded, approved without objection*

6-6 Executive Limitation Report: Anti-Racism, Anti-Oppression

- Rev. Kathleen gave an overview of the report submitted to the Board
 - This is a work in progress
 - Need to put our policies into practice
- Plans to involve groups in monitoring and assessment?
 - Outlined in the report
 - Long process
- How to provide training to non-UUs?
- Need to build trust; not the right time to engage in anti-racism/oppresion work
- Motion to accept the report as outlined
 - *Moved, seconded, adopted without objection*
 - Note that this is the first time the Board has been through this process

6-7 Meeting with Search Committee (note: moved up on the agenda because members of the SC were present)

- Listen to and learn from congregation
 - Cottage meetings, listen, collect data and information
 - Lots of conversations in the past year
- Deciding between minister or ministers—is the search a place where that can be considered? Can we bring in two ministers at the same time?
 - Part of the charge is considering all applicants
 - Discernment with the congregation
 - Budget aspect of calling two ministers at once
- Geindex from UUA doesn't contemplate having co-ministers of equal status
- Transitional minister is a resource for the SC
 - 2 ways to approach complicated search
 - Define framework – left to SC
 - Faith statement in search process
- Is there some sort of regular reporting that the SC does to the Board?

- Not in the charge
- SC updates the Board and the Congregation but does not provide detail—more of a status update on where the SC is in the process
- Is there training available for the SC on identifying expectations?
- Minister(s) that will meet the contemporary needs of the church—where do we need to go? Who is going to get us there?
- Goals area a start, money is an issue—the building needs work
- Congregation needs to heal from the events of recent years
- Search is related to goals, vision, finances, etc.
- SC is hard, rewarding work—use Rev. Bill as a resource
- Communicate with congregation to the extent possible—always heightened anxiety during transitions
- Cone of silence—no information about candidates is to be shared with anyone
- No candidate is better than a second or third choice
- What worked during the last SC process? Congregation trusted SC, trusted the process
- Traci is part of the SC because the minister(s) will move into partnership with her
- Facilities assessment to identify critical repairs, potential capital campaign will be needed
 - Estimate \$3-4 M to make large structural repairs
- Part of the complexity—decisions about calling ministers also impacts the rest of the staff—if additional resources go into senior minister(s), there will be less resources for other staff
- The congregation needs to be able to fund church ministries

6-8 Establish Bylaws Review Team

- A full review of the bylaws is needed
 - Potential category of virtual member?
 - Last full review was ~20 years ago; there have been piecemeal changes since
 - Maya, Greta, and Neil volunteer for the team
 - Involve non-Board members?
 - Yes, maybe some former Board Members
 - Lots of expertise here in the Washington area
- Motion: form a Bylaws Review Team with the initial membership of Neil, Greta, and Maya and ask them to (1) recruit at least two non-Board members to join, (2) submit a work plan to the Board by its September 2022 meeting and provide regular updates to the Board after that, (3) engage the Congregation as appropriate in discussions about bylaws updates, and (4) present recommended updates to the Board by April 2023. In making recommendations, the Team will assess LDNC's recent report, Rev. Pyle's bylaws review, the role of the Church Council, the potential for a category of "virtual member," and other areas the Team identifies.
 - *Moved, seconded, and adopted without objection*

6-9 Departing Wisdom

- Rev. Kathleen shared a few words about her experience with the ASC Board, including it has been a pleasure for her to work with the Board

6-10 Next Meeting

- Board Orientation will be August 17, 2022 at 7 p.m. via Zoom
- Next meeting is August 24, 2022 at 7 p.m. via Zoom