

All Souls Church Unitarian Board of Trustees Meeting Minutes February 22, 2023

Trustees

Name	Present	Absent
Cait Clarke	x	
Joe Feuer	x	
Sophia Fisher, Secretary	x	
Gretta Goodwin		x
Maya Hermann	x	
Traci Hughes-Trotter, ex officio	x	
Neil Manzullo, President		x
Bernard Mustafa, Treasurer	x	
Clair Null	x	
Bill Sinkford, ex officio	x	
Justis Tuia	x	
Chuck Wooldridge	x	

Staff Present

Rob Keithan

Guests Present

Em Morrison

Richael Faithful

Reports Received

- Finance Report

Convening

Justis convened the meeting at 7:03 p.m.

2-1 Approval of Agenda

- *Motion to approve agenda*
 - Approved without objection

2-2 Approval of Consent Agenda

- Items on the consent agenda:
 - Approve December 2022 minutes
 - Approve January 2022 minutes
 - Statement of Congregational Sponsorship
- *Motion to approve, seconded, approved without objection*

2-3 Transformative Justice

The Committee on Right Relations is a Board committee and has been working on a transformative justice project, funded by a Beckner grant, with other church leaders. That project used the grant to retain transformative justice consultants, and they met with the Board as part of their work.

- Richael and Em from the transformative justice consultant team introduced themselves and gave an update on their work, starting with a presentation. They reported that they are halfway through the community of practice.
- Their work is focused on:
 - Healthy ways to resolve conflict
 - Focus on practice
 - Building competencies
 - The principles are similar to that of nonviolent communication

2-4 Church Goals #3 and #5

- Thoughtful interpretation—acknowledging the conflict between the privilege of the church and the less privileged community
- Foundation of the church physically—maintenance is important
 - One board member noted that the water damage makes them sad
- Acknowledge how loaded this goal is—there is lots rolled up in it
- Sense of rage about how poorly the building has been maintained
- Goal is tied to other goals
- How do we use congregant help without incurring liability?
- Goal added during the 3rd century challenge to maintain the building was not really a goal—this is better written
- Complicated by regathering after covid
- Goal interpretations are drafted not just with staff input but also with church leaders
- The next step after the final interpretation is looking at all seven together

2-5 Stewardship

- The Board of Trustees support for the stewardship
- Comprehensive professional development ministry
 - Incorporating development/fundraising more directly into the work of the church
 - Cultural shift toward culture of generosity
 - Aspirational budget has a half time staff person
 - The Portland church has a comprehensive professional development ministry → staff presence dedicated to fundraising and development
- Stewardship and Finance committee wants visibility of their work to the Board of Trustees
- Do they have a Board liaison?
 - There isn't a formal call for a Board liaison on the committee, but they would like a consistent Board presence
- Request for a professional development consultant to help with fundraising
- There is energy in the meeting—interesting to see how they deal with the news about water damage

Motion: add “The Executive Team shall be responsible for developing and implementing a comprehensive and professional fundraising development ministry.” to the policy governance document.

- Motion seconded, passed unanimously

2-6 What is a Capital Campaign?

- Typically once in a generation—donor base gets tired if tapped too frequently
- Typically for non-repeating projects that are too large for annual budgets
- The Third Century Campaign was a typical capital campaign
- Can also focus on debt reduction and deferred maintenance
- Can't replace annual giving
- Need to identify the case—why are we doing this?
- Identify capacity—how much do people have to give? Is it too soon after the Third Century Campaign?
- Need a feasibility study to gauge interest and capacity for giving
- Potential capital campaign would be similar to current generosity campaign
- Timing issues—too soon after TCC and Funding our Future?
- More complex than a typical capital campaign

2-7 Executive Team Report

- The Executive Team presented an overview of church finances and discussions with banks for funding capital repairs

Meeting adjourned at 9:20 p.m.