**All Souls Church Unitarian Board of Trustees Meeting Minutes**

**May 3, 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**

None

**Guests Present**

Megan Foley

Erika Landberg

Jennifer Keller

Morgan Duncan

Carolynn Fowler-Smith

Paula Cole Jones

Wesley Hy

Eric Hoy

Pam Coukos

Libbie Buchele

Brian Fricke

Gregory Ford

**Reports Received**

* None

**Convening**

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

**5-1 Approval of Agenda**

* *Motion to approve agenda*
  + Approved without objection

**5-2 Overview of Building Assessment**

* Brian Fricke, Kerns Architect Group, gave a summary of the building assessment
* 2011 Budget (capital campaign) didn’t support all the water remediation need
* 2022—discovered new problems
* The building has masonry/concrete walls, and water weakens the walls
* There is more damage than 10 years ago and water damage increases at a geometric scale
* Next steps are needed to figure out how much water damage exists
  + Finding out the extent of the damage requires pulling off the wall surface and doing further testing
* A proposal highlighting priorities is coming; the architect estimate will incorporate information from the last project
* What will the repairs look like? Will we have to be out of the building?
  + Will require coordination, may depend on the scope chosen, could result in a longer timeline for construction stating
* The schedule/scope depends on priorities
* How will this affect the people who use the space throughout the week?
  + Last time—no Sunday was missed; the classrooms and new construction areas are mostly ok
* Is there an option to not sue some of the spaces and let them weather away?
  + Demolishing would be preferable to letting something deteriorate, selective demolition and restoration—this is not recommended because once a portion of the building is gone, it’s likely gone forever.

**5-3 Ministerial Search**

* Should we delay the search for a called minister?
* What impact would the financial/building issue have on potential candidates?
  + Get the house in order prior to calling a new minister
* How do we raise the money to fix the building and restaff without a leader?
* Search committee: it doesn’t make sense to find a settled minister at this time—the church should be more stable. SC members are willing to help the church find a developmental minister
* Undone interim work
  + Difficult to do the spiritual work in the interim period due to the pandemic
  + Church doesn’t deal with conflict well
* Developmental vs interim ministry?
  + Different focus, different length
  + Developmental ministry has very clearly defined goals
  + Interim work—what serves and what doesn’t serve and start working on what doesn’t serve
* Systems as complicated as All Souls may need more of an interim period
* Congregation—who they are and willingness to get the work done
* Don’t want to cover up what’s going on—need to be honest with self (congregation) and potential minister
* UUA pool of ministers in search is a little odd right now—not rushing wouldn’t cause us to miss anything
* Complicated system—unearthing more layers that need to be addressed
* How is a developmental minister called?
  + Usually hired by the Board with development goals created with congregational input
  + Developmental ministers are eligible to be called, but it’s not common for them to stay
* Search Committee initially thought they should disband; came to the conclusion that they want to help, develop goals, discernment about what to do
* Hope in the congregation that work is being done
* How do we move forward?
  + Well-crafted motion regarding the search delay
  + Keep the Search Committee
  + Memorialize Search Committee’s offer to help
  + Motion to come in 2 weeks (5/17)

**5-4 Updates re Discussions about End of James Ploeser’s Tenure**

* Motion to move into Executive Session to discuss updates on the discussions with staff re the end of James Ploeser’s tenure
  + Approved without objection
* Motion to come out of Executive Session
  + Approved without objection

**Motion to adjourn**

* Approved without objection
* Meeting adjourned at 10:14 p.m.