

**All Souls Church Unitarian
Board of Trustees, Meeting Minutes
Wed Aug 3, 2023**

Board President Maya Hermann convened the meeting at 7:05pmET.

Trustee/Officer	Present	Absent
Alan Abramson, Trustee		X
Pam Coukos, Trustee		X
Sophia Fisher, Trustee/Secretary		X
Gretta Goodwin, Trustee/Acting Secretary	X	
Maya Hermann, Board President	X	
Traci Hughes-Trotter, ex officio		X
Brad Johnson, Assistant Treasurer	X	
Clair Null, Board Vice President	X	
Brian Petruska, Treasurer	X	
Rev Bill Sinkford, ex-officio	X	
Justis Tuia, Trustee	X	

Staff Present

none

Guests Present

Committee on Right Relations: Sharon Kniss; Macani Toungara; Micah Watson; and Kim Vitella

Chalice Lighting and Reading

Justis Tuia lit the virtual chalice and provided a reflection.

Agenda Approval

A motion was made to approve the agenda. The motion was approved.

Reports Received

Finance Committee Report

Q4 Operating Results

Finance Committee Minutes, June 2023 meeting

Executive Team Report

Reflections

Rev Sinkford led the group in a reflection on the August theme of 'interdependence'

May 17 meeting minutes

A motion was made to approve the minutes from the May 17 2023 meeting. The motion was approved.

Consent Agenda

- Approve the Executive Limitation Monitoring schedule.
- Appoint Gretta Goodwin, Pam Coukos, and Maya Hermann to the Governance Committee.
- Assign Pam Coukos, Justis Tuia, and Sophia Fisher to be on a work team examining options for an outside consultant for staffing policies.
- Appoint Alan Abramson as Board liaison to the LDNC.
- Appoint Jerome Adler to the Finance Committee.

The Consent Agenda was approved, without objection.

Committee on Right Relations (CRR)

- Members of the CRR led a discussion about frayed relationships in the church, and strongly encouraged the Board to engage an outside consultant with expertise in conflict resolution.
- CRR reflected on the importance of recognizing the gaps between the aspirations for who we want to be and the reality of who we are.
- There was a discussion about what this individual's role would be, the costs for hiring a consultant, the qualifications/credentials, how might the Board members and church leaders be involved in this process, etc...
- CRR also mentioned that while they can be helpful, they were not the appropriate entity for this kind of undertaking.
- CRR noted the importance of engaging someone who can help ensure that any updated policy documents are aligned with the 8th Principle.
- There was also a discussion about the need for an HR consultant, especially when addressing conflict between staff, or between staff and congregants.

Treasurer

- Brian Petruska shared the budget information.
- There was a motion to approve the return of \$21,000 UUCEF distribution from the General Endowment. The motion was approved, and the monies will be returned.

Executive Team Report

- Effective August 1 2023, the Music Program will be fully staffed.
- This upcoming year, there will be a search for a permanent Director and Associate Director of the Music Ministry, as well as Director of the Jubilee Singers.
- An Advisory Search Committee is conducting interviews for Religious Education staff.
- This upcoming year, there will be a search for a permanent director of C&Y Religious Education.
- The Building Repair Committee, which is comprised of ASC members with construction and civil engineering expertise, held its first meeting. The Committee will work on a timeline for phased repair work. They also will identify an owner's representative to manage the construction contracts.
- The Executive Team is awaiting the results of the water testing that began in mid-June.
- ASC received IRS tax credits of \$435K, which were deposited in July. The funds will be moved to the water-repair escrow account.
- A grant application has been submitted to the National Fund for Sacred Spaces. If approved, the \$250K matching grant would coincide with the capital campaign.
- Strategic Priorities for 2024 will focus on: staffing; building repairs; shaping the ministry focus and resource allocation to address ASC goals.

Next Meeting(s)

There will be a UUA Large Board Training session on Sat Aug 26, from 1-4pmET. ASC Board members are encouraged to attend.

The next ASC Board meeting is Wed Aug 30 7pmET, via Zoom.

Adjournment

There was a motion to adjourn, which was approved without objection.

The Affirmation was read, and the meeting adjourned at 9:37pmET