

All Souls Church Unitarian Board of Trustees Meeting Minutes September 27, 2023

Trustees

Name	Present	Absent
Alan Abramson	x	
Pam Coukos	x	
Sophia Fisher, Secretary	x	
Gretta Goodwin	x	
Maya Hermann, President	x	
Traci Hughes-Trotter, ex officio	x	
Brian Petruska, Treasurer	x	
Clair Null, Vice President	x	
Bill Sinkford, ex officio	x	
Justis Tuia	x	

Officers

Danielle Henry, Moderator

Brad Johnson, Assistant Treasurer

Staff Present

None

Guests Present

Gregory Ford

T Vatik

Morgan Duncan

San Trumbull

Sara Raymond

Mark Ewert

Taquina Boston

Caroyln Fowler-Smith

Reports Received

- Executive Team Report
- August Financial Report
- Fiscal year 2023 End-of-Year Financial Report

Convening

The meeting was called to order at 7:02 p.m.

Chalice Lighting

Alan lit the chalice and shared a reading

Monthly Theme Reflections

Rev. Bill shared a reflection on the monthly theme of journeys and interdependence

9-1 Approval of Agenda

- *Motion to approve agenda*
 - Approved without objection

9-2 Consent Agenda

- Meeting Minutes
 - August 30, 2023
 - Minor corrections to August 30 minutes:
 - i. Clarify that the vote taken related to the retroactive approval of the excess endowment distributions was a recorded vote.
 - *Motion to approve, seconded, approved without objection*

9-3 Discussion with the Ministerial Search Committee regarding draft goals for developmental ministry

- The Search Committee presented an overview of the draft goals framework for the developmental ministry.
- How is the staff incorporated into the goals?
 - Part of congregational feedback
- Deadline to submit the developmental ministry package to the UUA: January 2024
- Four categories of goals:
 - Work on the building (what's the minister's role?)
 - Visionary who understands why maintaining the building is important for the future—sustainability (financial and environmental)
 - Inspires people about why and how the building matters
 - Who we are in community?
 - Conflict, multicultural, spiritual growth
 - Need to work on multiracial identity
 - How to create beloved community
 - Hybrid/multiplatform community
 - How do we define character and community?
 - Structure/governance/HR
 - Minister may not be the right person to make governance decisions
 - Help congregation process what's happened over the past few years
- Conflict—how do we deal with conflict as a beloved community? Recent track record hasn't been good
- Is growing the church's membership part of the goal?
 - SC didn't discuss that, but the more we work on issues, the easier it would be to attract/maintain a larger congregation
- Helpful to see some of the context written out
- Minister not a lead fundraiser—minister who could partner on a fundraising effort. Most of the capital campaign will be wrapped up when the developmental minister starts
- Do we need to express these as goals?
 - Yes
- How to communicate developmental ministry with new members?

- SC has developed a FAQ about developmental ministry and has been tabling in Pierce Hall
- Looking for skills but also commitments to get things done
- Consider a broader context for the conflict—lots of hurt feelings, more than just being bad at conflict
- Encourage the goal of the completion of the fundraising at least first couple of years for the development minister, needs to be comfortable with fundraising
- Covenant/renew covenant rather than conflict
- Need staff input sooner rather than later
- A recent congregational survey showed that the majority of people would like to see 5% membership growth/year
- Final decision on the goals should come from the Board—3-5 goals recommended
- Map out next steps:
 - October: finalize process and start discussion about goals
 - Need draft goals to go out and get input (probably by November)
 - Have text to work from at the next meeting.
- Congregational record packet consists of church history, draft contract, goals, and financial statements
- Volunteers to work on drafting the goals: Pam, Clair, Danielle, Maya
- The Board expressed its appreciation for the Search Committee's work

9-4 Executive Team Report

- How will we see 2023-24 attendance numbers in the dashboard?
 - 3 tabs on the dashboard, graphics, attendance, core donations
- Safety policy
 - Compliance element?
 - Who holds accountability for ensuring it works and addressing issues?
 - Does the Board have any responsibility we should know about?
 - RE Committee and staff are responsible for compliance, the Board is responsible for putting the policy in place
 - RE subcommittee and committee deserve gratitude and recognition for getting the policy updated
 - Does it need to start with sexual assault /harassment or could there be a preamble about what the goals are?
 - The feedback can be passed along to the committee
- Impressions on rollout of capital campaign?
 - Just received report from Barry and Roberta that will be sent to the Board
 - Disappointed about attendance for the first meeting; poor weather may have been a factor; also there were many events after service that Sunday that competed with the capital campaign event
 - Got good feedback and data from the event nonetheless
 - Level of activity comparable to pre covid (in terms of number of events), but the number of people attending is lower
 - Heard no comments that question the work that we're raising money for—it's the kind of agreement that makes a capital campaign successful

Motion to adjourn

- Approved without objection
- Meeting adjourned at 8:03 p.m.