

# All Souls Church, Unitarian

## Board of Trustees

Thursday, April 23, 2009

Eaton Room

### Board Members in Attendance

Goldia Hodgdon  
Erika Landberg  
Josephine Nieves  
Taylar Nuevelle  
Fred Samuels  
Fred Tipson  
Elizabeth “Libby” Turpen

### Absent Board Members

Mary Rojas  
Joneis Thomas

### Others in Attendance

Gabrielle Farrell (Religious Educator)  
Jody Feldman (Moderator)  
Mark Flood (Investment Committee)  
Bob Freeman (Beckner Committee)  
Barry Johnson (Treasurer)  
Eliza Klose (Secretary)  
Walter Le Flore (Intern Minister)  
Katie Loughary (Executive Director)  
Shana Lynngood (Associate Minister)  
Nate Peabody (Nominating Committee)  
David Reynolds (Assistant Treasurer)  
Chuck Wooldridge (Denominational Affairs)

### Opening

- Call to Order and Readings from hymnal, Erika Landberg
- Check-in

### Deep Chair Fred Samuels

Stories of being young in Church, what made an impression on you?

An opportunity for anyone who wished to offer comments

Gabrielle—Wasn't anyone not raised in a Church? The fact that most of the BOT were means the group is unlike many people whose children participate in the RE program today.

### Discussion of Religious Education

Gabrielle led a Socratic discussion of the RE program based on the 2008-09 RE Program book. After explaining that the program is really the children's church and tries to create the space for them to experience religion, she asked the board questions about the program and our feelings about it. Some people were more familiar with it than others.

Gabrielle asked the board questions like: What is OWL? SFAA? Spirit Play? Where are the classes held, etc.? In the course of answering them we learned a great deal about the purpose of RE. That it is intended to develop an individual way of perceiving life, to provide multiple perspectives.

We discussed issues pertinent to ASC RE. That the children stay on the roster, that ASC provides “radical hospitality.” That in 2009 it has 250 kids and 65 educators. That the 9:30 program has been oversubscribed, but it is better now after Easter. That parents have to come to Church and are committed to RE as they are the primary educators.

The 10-12 RE committee members liase with the classes and work with the teachers. (The chair of committee will stay on while Gabrielle goes on Sabbatical.)

Many UU churches do not have enough children and young people, but ASC has plenty. The RE program can help grow a Church. If you don’t have young people, you don’t have growth. If kids like the RE program, they ask to come.

Racial membership of the program is changing because of change in the congregation. A lot of cross-over kids—parents seek a multi-racial, multi-generational institution. Church is the only one. Neighborhoods tend to be more restricted.

Discussion of \$25 RE fee. Does it inspire commitment on the part of parents? Perhaps an offering plate would be better, would raise more money. Fee communicates something else--“I’ve done my duty by paying the fee.” In fact, fee in no way covers program costs.

There is a division between the upstairs (the Sanctuary) and the downstairs (the RE program). The separation stunts ASC ability to shift the paradigm. How do we encourage a more multi-generational relationship? We want to build the partnership, but how? How do we make it more visible?

This is the first time RE has been represented at the Board meeting. Need to continue the connection and bring the RE mission alive to the congregation.

- Get RE reports in board meetings
- Include RE in the monthly dashboard
- Have board members attend some RE meetings
- Need an RE representative on the Visioning Committee. A young person? But young people often feel awkward in an adult meeting. How do we get young people’s point of view?

### **Visioning Project Update (See Report)**

The group for the project—to be called All Souls 20/20—will meet in three teams: Design, Outreach and Marketing. The teams will meet several times, present their ideas to the congregation at a Sunday in June, reach out to as many people as possible from June through October, tabulate the data and write a report to be presented at the All Souls Annual Meeting on December 6.

Goldia and Fred Tipson are on the committee with Joneis and Kelly Young, a professional facilitator, has agreed to work with the group. We need to enlist board members and officers to reach out to the congregation. We are working on talking points now and must identify the groups to meet with as well as the best way to gather ideas. The Ends Statements process should help with this.

## **Reports**

Rob Hardies: (See report)

Shana Lynngood: (See report)

- The Beckner Committee has not yet made a decision on funding the MCMR program. Should decide in the next month.
- The Neighborhood Souls ministry is getting rolling faster than anticipated. Several gatherings will occur in different neighborhoods in the next weeks.

Erika asked whether the new report format was working. Goal is to come up with what is most relevant, to link it into other activities.

“We want to see a ministry report, not a minister’s report.”

Katie Loughary— Financial Report (See report)

Not a great deal to add to the report, but Katie has been searching for Church assets. She discovered that All Souls owns 24 gravesites in the Washington National Cemetery in Suitland, MD. At the time they were given to ASC they were worth \$8,000, now the asking price is \$1,600 each, about \$38,000. The papers stating ASC ownership were never completed, but are now being finished. The question: How best to use them to make money for the Church?

Katie will prepare financial reports, called dashboards, every quarter to go into the Church program on Sunday. The Generosity Committee has asked Barry to present the report in a visual way. If people have specific questions, they can always call Katie directly.

Question: Could future dashboards include other items as well, such as information about the staff, church operations, technology, HR policy?

Treasurer’s report: Barry Johnson said he felt Katie’s report had covered all important items. The only thing he would add is ASC’s cash position, which is roughly \$200,000, a positive change from when he was treasurer before. He noted that ASC’s professionalism has grown.

Question: Should the Treasurer’s role be more that of a watchdog for the congregation? Barry noted that the financials come to him and Katie from an outside accountant just a few days before the meeting so timing is tight. He also gets a copy of all checks and line item totals so he feels there is a clear system of checks and balances on the financial front.

The bylaws indicate that the Treasurer should present a report separate from that of the Church financial officer in order to demonstrate that a second set of eyes has seen the figures. The Board is working to better define the Treasurer's role and plan to meet to do so before the next meeting.

Mark Flood (See Investment report)

Investment report shows the values of the various ASC investment accounts in the last several months of the national financial crisis. It has been adjusted for the addition of the Mason bequest.

Mark and his committee have been working hard on organizing the Conference on Ethical Investing, which will occur on Saturday, May 9, from 9-4:30. Mark presented the Conference announcement and asked us all to encourage people to come. We need outreach to non-UU members. Maybe even non-religious folks.

We need at least 40 people, could handle up to 200. The \$20.00 fee will include luncheon. It will be announced at the Joseph Priestley District Meeting.

Jody Feldman—Church Council (Verbal report)

The Council will hold its first leadership training on Saturday, May 2. The annual spring Council Meeting will be held on May 30 from 9:30-1:30. The theme will be Connections. How do we expand them? A summary will be sent out ahead of time.

Jody noted that the Council is planning a goodbye party for Joyce on May 3 as she will be leaving ASC and moving to Wisconsin. She passed around a card for us to sign. She also noted that the Stewardship Committee would like to see her place filled by a new staff person rather than a minister, among other things, to help ASC gear up for its Capital Campaign.

Chuck Wooldridge—Denominational Affairs Report

Chuck discussed the importance of having a good ASC representation at the General Assembly (GA) this summer in Salt Lake City, UT. Each church can send one delegate for every 50 members of the congregation, thus ASC could send 16 delegates. Board and Council members are invited to go themselves and to make recommendations on potential delegates. We also have the option of completing our delegate count with absentee ballots if there are not enough people who can attend.

This year is particularly important since the GA will be electing a new president of the UUA, who will lead the organization for the next four years. This will also be the culmination of a 4-year visioning process as to what being a UU means now and into the future. The GA has been trying to hear the voice of the community through such processes as appreciative inquiry. The UUA Board of Trustees got a 2<sup>nd</sup> look at this and has tried to arrive at Principles and Ends Statements that will reflect our joint views. Our Bylaws require that we review them every 15 years.

The GA will also discuss such topics as peace-making and immigrant rights, considering ways to include them in the UU program.

Fred Tipson made a motion to accept all recommendations made by the Denominational Affairs committee. It was seconded by Josephine Nieves and was passed unanimously. There will be meetings at ASC to fulfill this motion.

Chuck distributed copies of the report he plans to make at the Joseph Priestley District meeting in Wilmington, DE.

### **Consent Agenda**

Minutes: The March 26 minutes need to be cut. Eliza Klose offered to do so.

The motion to approve the minutes of the March 26, 2009 meeting as amended was made by Fred Tipson, seconded by Josephine Nieves. It passed unanimously.

We need an annual discussion about strategy setting; we need to take a few hours to establish concrete measurable outcomes; just because they are good ideas, they are not necessarily well executed. Could focus on accountability for the existing strategies.

- The visioning will come up with measurable outcomes; the strategy session would also come up with anything else we need.
- Could we do the strategizing in a different format rather than not doing the strategy session at all?
- Measurements are needed for the identified initiatives.
- Conclusion: Structure the next few meetings to focus on the initiatives. No need to vote on the recommendation.

### **Announcements**

May 9<sup>th</sup> Socially Responsible Investing Conference – please attend

Please consider the recommendation to move the Board meetings to Wednesday evening.

### **Adjournment at 9:45 pm**

Respectfully submitted,

Eliza K. Klose, Secretary

Attachments:

April 23 Meeting Agenda

Rob Hardies Report

Shana Lynngood Report

Katie Loughary Report