

Minutes

All Souls Church, Unitarian

Board of Trustees Meeting – August 27, 2009

Board Members in Attendance

Goldia Hodgdon
Erika Landberg
Josephine Nieves
Taylor Nuevelle
Fred Samuels
Joneis Thomas
Fred Tipson
Elizabeth “Libby” Turpen
Mary Rojas

Others in Attendance

Hally Ahearn (Bylaws Review Committee)
David Bauer (Congregation)
Cheranne Bennett (Nominating Committee)
Kyla Bollens-Lund (Assistant Secretary)
Catharine Clarenbach (Congregation)
Latif Doman (Attorney for Taylor Nuevelle)
Ruth Eisenberg (Church Lawyer)
Rob Hardies (Senior Minister)
Tom Hargrave (Congregation)
Barry Johnson (Treasurer)
Katie Loughary (Executive Director)
Andrew Miller (Assistant Treasurer)
Sterling Thomas (Congregation)
Laura Tipson (Congregation)
Chuck Wooldridge (Committee on Ministry)

Opening

- President Erika Landberg called the meeting to order, and all present introduced themselves.
- Rev. Rob Hardies lit the chalice and read a poem.

Discussion and Motion to Remove Trustee

Motion: In accordance with Article VII, Section 3 of the All Souls Church bylaws, which authorizes the removal of a director without cause, I move that Taylor Nuevelle be removed as a trustee of the All Souls Board of Trustees, effective immediately. The motion was made by Libby Turpen and seconded by Joneis Thomas.

Erika reminded everyone that 7 of 9 members are needed to remove a member of the BOT as decided at the August 9 congregational meeting and asked for discussion. Comments were made

by Cheranne Bennett and Taylor Nuevelle. Fred Tipson made a motion to call the question, seconded by Joneis Thomas. It passed with 8 ayes and one nay. The main motion passed with 8 ayes and one nay.

Next Steps

- **Ad Hoc Governance Committee**

Mary Rojas introduced and handed out the charge for establishing an Ad Hoc Governance Review Committee. She noted that the team will consist of members, people who came to the Board and offered their Services: Janet Randolph has offered to be the chair. The Committee will engage in an open process with congregational participation and consult with UU national and regional offices. They will also consult with the Visioning Committee. The process will provide a learning opportunity to more fully inform the congregation of the governance of the church. An Interim Report will be expected at the December 2009 Annual Meeting and final report at the meeting on December 2010. Fred Samuels will represent the Board on the Committee. Mary moved that we accept the change, Josephine Nieves seconded the motion.

In discussion, particularly on the question of Board member participation on the Ad Hoc Committee, the Church lawyer noted that it is typical to have those who are reviewing the bylaws be made up mostly of board members. Fred will be able to give valuable input to the process as a Board member. The board doesn't adopt the final recommendation, the congregation does. Josephine called the question, which passed with 7 ayes and one abstention.

- **Moving the BOT meetings from Thursday to Wednesdays:**

Goldia moved that the BOT change the night of its meetings from the fourth Thursday to the fourth Wednesday of each month, beginning in December 2009. It was seconded by Fred Tipson. This will eliminate the conflict with the Thursday night choir rehearsals. The motion passed unanimously.

- **Board of Trustees table in Pierce Hall.**

Erika suggested the Board start setting up an information table once or twice a month – between and after service in Pierce Hall. Agreed by consensus – a sign-up list will be forthcoming.

- **Meeting with the Nominating Committee:**

Mary, Joneis and Erika had an informal meeting with Nominating Committee Co-Chair Danielle Henry to ask how the Board can be of help this fall. One outcome from that meeting was to have a joint gathering with the Nominating Committee. A date will be set in the future.

- **Special Fall Retreat**

Joneis Thomas introduced the idea of having a special retreat session with the BOT, Officers, Committee on Ministry and staff. The date was set for September 19, from 9 am to 1 pm. Joneis conducted a short brainstorming session as to what should be covered on the agenda. Suggestions included lessons learned, getting back on track on the purpose of the church, healing in the congregation, connections between the governance and the emotional systems in the congregation, principles of governance, and support for congregational leaders. Katie Loughary will investigate having another UU church host us.

Reports

- **Executive Team Reports:**

Rob said the Executive Team is still working with the leadership of the Board to create a report that works for the Board and the staff. Katie took the lead on the consolidated report this time. The ET would like the Board's feedback on the report at some point. Rob reported that the staff is busy and excited, gearing up for the new year, even though it is further behind than in most years. There's a lot of excitement about Visioning 20/20 and what's going on in DC. Marriage Equality will be up for a vote this fall. October 11 will be the biggest Gay Rights march in years. On the Music Director, after an elaborate search, the chosen person had to withdraw. John Strang and Thomas Colohan are going to lead as a team again. John will lead the Choir this year. Lenard will continue with Jubilee. As temporary solution this is a good one. Staff will be on retreat Monday and Tuesday.

Katie Loughary reported that Bill Bridges had been hired as office manager and Amy Mulry as interim Membership Manager. Both positions report to Katie. We'll be conducting a full search in a year for a permanent membership person. Amy will focus on the database aspect and on running membership committee meetings, with an emphasis on volunteer opportunities. She will interact with the Membership Secretary, as did Joyce, on membership issues. A team of three lay leaders will be in charge of Roots and Wings. Board members asked for a copy of the job description and noted that it wanted Amy to come to a board meeting in the future.

The 2010 budget process is starting and Katie needs Board member participation on the Budget committee. Fred Tipson and Mary Rojas volunteered. Treasurer Barry Johnson said the goal is to make sure that staff and board priorities are the same before the budget comes to the Board in November for discussion and approval in time to be sent to the congregation for the December Annual Meeting.

On the Weekend on the Bay loss of \$10,000, the church is working on getting some of that credited to lodging for next year.

- **Treasurer's Report**

Barry Johnson noted that automatic pay is helping the church do a good job; some education around use of the envelopes would be helpful. He distributed his report.

- **Investment Committee Report.**

Chairperson Mark Flood said he had some good news to report, and distributed his report. Our endowments are in good shape – our managers (the three main ones) have actually made money for us some months when many others were losing. He stated that he is quite pleased with how they're handling it. The Money Value and Interest Conference was a tremendous success. Barry noted that the investment committee, Katie, and he have had meetings with the investment managers. They know we're holding them accountable as to performance and investment strategy.

The Investment committee is down two members. Mark will be calling potential members and would welcome help in canvassing them.

- **All Souls 20/20 Report**

Goldia Hodgdon said the committee is moving right along and will have a new revised website up soon. She was glad to see in the charge to the governance review process that there's coordination with the visioning process. October 17 is our summit meeting, when the findings so far will be considered by a large group. On Sept. 27th we will have a Visioning Experience in Worship, with a Green Souls-sponsored visioning session after the Service in the Sanctuary. Libby noted the need to learn how the Visioning works with the Capital Campaign. She will talk to Karen King who has done the interim analysis of the findings.

Consent Agenda

- June 11, 2009 Minutes
 - Mary motioned to approve. Libby seconded. Passed unanimously
- June 19, 2009 Minutes
 - Mary motioned to approve. Libby seconded. Passed unanimously
- July 23, 2009 Minutes
 - Kyla mentioned the small technical edits.
 - Josephine motioned to approve. Fred Samuels seconded. Passed unanimously.

Announcements

- September 20 Mini-Activity Fair” Board members will have a table. Board committees should have information on the table, especially those needing new members:
Investment and Audit committees.
- October 3 Church Council Meeting
- October 17 All-Church Visioning Gathering

In closing, Fred Tipson noted how proud he is to be working with this Board. Rob noted that this has been a very difficult year, but the Board and the congregation took a very important step at the August 9, 2009 meeting and tonight: to set a boundary – a painful, but healthy thing to do. He said he really wanted to congratulate the Board. Erika thanked everyone, particularly because it has been a hard time for everyone.

The meeting was adjourned at 9:00 pm.

Respectfully Submitted,

Kyla Bollens-Lund, Assistant Secretary