

All Souls Church, Unitarian

Board of Trustees

Wednesday, December 16, 2009

Eaton Room

Board Members in Attendance

Erika Landberg

Mary Rojas

Shirley Blakely

Mark Ewert

Goldia Hodgdon

Laurie Lester

Fred Samuels

Fred Tipson

Elizabeth "Libby" Turpen

Others in Attendance

Jody Feldman (Moderator)

Rob Hardies (Senior Minister)

Allison Denny (Membership Secretary)

Barry Johnson (Treasurer)

Dori Phelps (Secretary)

Catherine Clarenbach (Asst. Secretary)

Katie Loughary (Executive Director)

Shana Lynngood (Associate Minister)

Lloyd Wright (Committee on Ministry)

Chuck Woodridge (Committee on Ministry)

Stephanie White (Beckner Committee Report)

Collin Danville (Beckner Committee Report)

Opening

- Call to Order, Erika Landberg
- Moment of silence, Rob Hardies led moment of silence to focus our hearts on gratitude.
- We then went around the room and introduced ourselves and shared what we wanted to accomplish in the coming year.

Reading:

Deep chair reflection: COM will examine the importance of covenant, which will be very important in the coming year and how covenant helps us organize ourselves. Chuck read from *The Cambridge Platform* anyone who reads this has a chance to think about what a UU person is. What we should be working for is the awareness of and doing better in our

covenant of right relationships. Chuck's three sounding points: Cast the vision of the congregation, keeping the covenants and teaching the faith/propagating the beliefs
Each person present read a passage from the Covenant of Right Relations Committee on Ministry (COM) will work with the trustees and officers to make the covenant real.

Committee on Ministry—Chuck Woodridge and Lloyd Wright

Lloyd Wright: A year ago COM decided to work on an evaluation of the covenant on right relationship. However, they didn't get done as much as they had planned. COM also spent time on Covenant on Right Relations (CRR) and followed up on how committee functions and will make recommendations to the board.

COM expressed interest in supporting the board and Rob on selecting new minister for Shauna's position. Discussing how the congregation is involved in filling both ministers (also membership).

- The question is does COM have a part in searching for a new minister.
- Suggested that we need a parallel group to search for membership director.
- Suggested that we decide how we are going to choose the minister and membership person. But we can't think too long about it.
- Suggested that we look at CRR and if we broke it last year. Would like us to communicate to the congregation that they know something is going to be different.
- .
- COM was to bring back a proposal on how to go about the search
- Will the committee take on all leadership that is missing from the church?

Motion: (Fred Tipson) to form a subcommittee, which will bring recommendations on the approach to the search to the next board meeting; would consist of board members, COM and senior minister. Second: Laurie Lester. Vote: eight in favor with one abstention.

Board Retreat: Goldie Hodgdon, Mary Rojas, Erika Landberg:
Need ideas for retreat to be held January 22/23, 2010 that will enhance continued training for the board. The retreat will not do it all. We will need the retreat and other things.
Need a library to keep to keep all the materials in.

Ten minutes was given to solicit ideas as to what all the needs were of the retreat and what will be accomplished (see below).

Governance Document Review
Anti-oppression CRR
Stewardship
Board oversight responsibilities
Community building
Decompress from last year's concerns (lessons learned)
Financial oversight
Staff oversight and legal oversight

What each trustee and officer will do to create an available face in the congregation
Strategy for an effective board, understands CRR, right governances
Plan the year
Identify the processes we need to create

Beckner Committee Report—Stephanie White

This year Beckner Committee (BC) had a change in accountants. The new accountant discovered that there were funds that were pulled out and not distributed so there is a surplus of \$100,000. This surplus will be divided four ways (see attachment). Funds will be distributed in 2010 though this will be considered 2009 money. This will not affect any funds for 2010. The process of awarding money was that BC asked Louise Green what organizations we have existing relationships with and then the foundation solicited the four awardees to submit letters. There was discussion and explanation of the Beckner Fund.

Motion: Accept the proposal (Mary Rojas) second: (Mark Ewert) Past unanimously.

Reports

Rob Hardies (see attachment) reported that we raised \$35,000 in new money from the Cedar Tree Grant for the CAPT. It is to assure the CAPT addresses environmental issues.

Katie Loughary:

- Need a few signatures from new Board members and officers to finish off paperwork.
- Facilities: all of our systems seem to fall apart in November and December. (Telephone system, boiler problem, etc.)
- Holiday decorations are up.
- Pledge yield: how is the money coming in against last year's pledge.
- Have started tracking attendance.

Barry Johnson (treasurer's report see attached)

Will look at core pledges by month next year; the trend is that most of money comes in through automatic payment system. They hope to be ahead of budget next year but absent of a special appeal, we are not going to be ahead it. Need an appeal in the pulpit message. Hope is that we will end the year in a surplus. Shana will mention in announcements. Katie will also put a plea in the weekly.

Jody Feldman Church Council Report

- Activity fair: January 24
- Leadership training: February 23-March 30.
- Looking to schedule two Saturday sessions
- Spring meeting scheduled
- Survey about the events of this summer with the stem sentence of "I feel . . . "(could the survey results be ready for retreat?)
- Meeting on the concept or shared ministry and what does it mean.

Stewardship Committee

- Recruiting people due to vacancies.
- Need to raise \$20,000
- Stewardship committee can be a model for membership committee. We need a stronger membership committee to help and feed stewardship.
- Council on shared ministry might work with CRR

Visioning Group - Goldia

They were happy because the summit went so well. There is a summit scheduled for January 30.

Governance Committee—Fred Samuels

Trying to find someone to head the committee due to Janet Randolph being gone

Calendar

- Added: staffing, e.g. search to fill vacant positions
- Move: governance committee to February
- Review: Policy governance documents to see what reports are to be made at certain time. We may not want to adhere to it but just to look at it.
- Discussion of interest areas and a reminder that the board is out there to deal with policy but not implementation.

Consent Agenda:

Secretary read an addendum regarding the Executive meeting to the 11/19 minutes.

Motion: approve the November minutes and addendum (Fred Tipson), second: (Laurie Lester). Motion passed unanimously.

Motion: confirm the email to approve the expenditure for the sound system. (Fred Tipson) second: (Fred Samuels). One abstained. Approved by all.

Discussion of the motion email last week:

Any time the church spends over \$10,000 that it needs to be approved by the Board. Goldia abstained because she did not know what she was approving. In the future she would like more information. Treasurer would like officers to be included in the email so all can be informed.

Reason for using email approval system: Had money left over and wanted to improve the sound system. Got bids and went with company that installed original system. The company charged \$24,000 to do the job. Cut the check for about \$12,000.

Miscellaneous:

Procedure for submitting attachments for the board meeting: submit it the Sunday prior to the Board meeting or bring it in on flash drive or email it to Dori Phelps.

Rob believes we will be getting a lot of requests for weddings due to the new marriage equality vote. Should we make this a service to attract Unitarians? This has the opportunity to bring in new business. Rob expressed concern because he does not do non-member weddings because of lack of time. An event to be considered would be to have a wedding reception of all those who have been married next year to celebrate the legislation. We should do something public.

At the retreat: talk about who we are and who are we moving forward. Whether the Covenant of Right Relations (CRR) was taken care of. Discussion of what can be done in regards to CRR. Need something for people who are in the outer fringe, those who do not join activities. Answers on what reform are we are investing time into and what we learned from what has happened. They don't need a lot of detail.

Rob reported that COM had a meeting with he and Shauna to have a ritual to have closure on the congregational meeting in June 2009. This event will bring in people who are still most hurting, although the healing ritual cannot be all that is done. First we will have a ritual and then a second event for everyone to be heard.

Adjournment

The Meeting adjourned at 9:49 pm.

Respectfully Submitted,

Dori Phelps, Secretary

Attachments:

Board Calendar DRAFT
NYT Marriage Equality (article)
Treasurers Report Dec 2009
Beckner Recommends page1&2
Cov Right Relations page1&2
Executive Team Report

All Souls Church, Unitarian
Board of Trustees Meeting – December 16, 2009

Meeting Agenda

7:00 pm	Opening <ul style="list-style-type: none">• Call to Order• Chalice Lighting and Reading	Erika Landberg Rev. Rob Hardies
7:10	Welcoming of New Trustees and Officers Introductions and Hopes for the year	ALL
7:25	Deep Chair	Chuck Wooldridge
7:35	Committee on Ministry Update	Chuck and Lloyd Wright
7:55	January Training Retreat Brainstorming	Mary Rojas, Goldia Hodgdon, ALL
8:15	Reports <ul style="list-style-type: none">• Executive Team Report• Treasurer's Report• Church Council Report• 20/20 Visioning Report and Next Steps• Ad Hoc Governance Review Committee• Trustee and Officer Focus Areas• Beckner End of the Year Grants	Rev. Rob Hardies, Rev. Shana Lyngood and Katie Loughary Barry Johnson Jody Feldman Goldia Hodgdon, Fred Tipson Fred Samuels Erika Beckner Committee
8:40	Consent Agenda <ul style="list-style-type: none">• November 19, 2009 Minutes• Confirm email vote on Sound System	BOT BOT
8:45	Announcements <ul style="list-style-type: none">• January 15-17 – Jubilee II• January 22-23 – Training/Retreat• January 24 – Activity Fair• January 30 – Visioning Summit II	ALL
9:50	Meeting Feedback	ALL
9:00	Adjournment	

Next meeting: Wednesday, January 27, 2010

Three Strategic Initiatives

(from the BOT/ET Strategic Planning Retreat, May 17, 2008)

1. The congregation, in partnership with the Board of Trustees, will intentionally engage in a process of envisioning the future of All Souls Church.
2. We as a congregation will strengthen our financial stewardship and plan and implement a Capital Campaign.
3. Our goal of becoming an even more multiracial, multicultural congregation will consistently guide every aspect of our ministry together.

TREASURER'S REPORT - DECEMBER

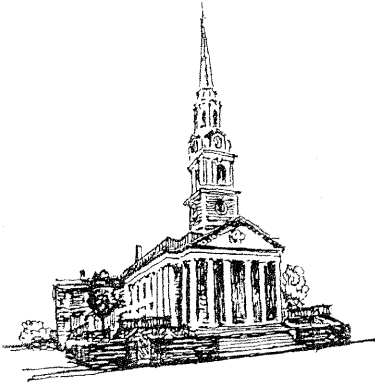
TOTAL CORE DONATIONS BY MONTH

	2006-2008	<u>2009 BUDGET</u>		<u>2009 ACTUAL</u>		<u>Variance</u>	
	<u>Percentage</u>	<u>Monthly</u>	<u>Cumulative</u>	<u>Monthly</u>	<u>Cumulative</u>	<u>-\$-</u>	<u>-%-</u>
Jan	10.8%	140,890	140,890	178,289	178,289		
Feb	9.3%	122,280	263,170	94,987	273,275		
Mar	7.6%	99,433	362,603	111,749	385,025		
Apr	6.1%	80,409	443,012	99,369	484,393		
May	9.3%	122,036	565,048	85,101	569,494		
Jun	6.8%	88,584	653,632	76,864	646,358		
Jul	5.6%	73,944	727,576	97,559	743,917	16,341	2.25%
Aug	7.0%	91,374	818,950	93,870	837,787	18,837	2.30%
Sep	6.4%	83,985	902,935	118,034	955,821	52,886	5.86%
Oct	8.2%	106,932	1,009,867	114,068	1,069,889	60,022	5.94%
Nov	8.0%	104,986	1,114,853	114,943	1,184,832	69,979	6.28%
Dec	<u>14.9%</u>	<u>195,147</u>					
Total	100.0%	1,310,000					

Needed to meet budget	125,168
Average for last two months	<u>114,506</u>
Possible shortfall	<u><u>10,663</u></u>

**All Souls Church Board of Trustee Meetings 2010
December 15, 2009 DRAFT CALENDAR**

MONTH	OTHER EVENTS	AGENDA ITEMS	COMMENTS
December 16		New Member intros	OTHER? <ul style="list-style-type: none"> • RE • Green Souls • MRMC II & CAPT II
		Committee on Ministry	
		Jan Retreat Prep	
		Beckner Cte	
January 27	Jubilee II	Inv Cte Intro	
	Training/Retreat	Gov Rev Cte Report	
	Activity Fair	Retreat Follow-up	
	Vision Summit		
February 24		Visioning Vote	
		Audit Cte Report	
March 24		Budget Discussion	
		Inv. Cte report	
		Gov Rev Cte Report	
April 28		MRMC	
		Visioning Vote	
May 26		CAPT	
		Gov Rev Cte Report	
June 23	General Assembly, June _____	Inv Cte Report	
July 28		Gov Rev Cte Report	
August 25			
September 22		Inv Cte Report	
		Gov Rev Cte Report	
October 27			
November 17		Budget Approval	To send to An Mtg for Cong vote
		Gov Rev Cte Report	



ALL SOULS CHURCH, UNITARIAN

Reverend Robert M. Hardies
Senior Minister

Reverend Shana A. Lynngood
Associate Minister

Date: December 16, 2009

To: Board of Trustees

From: Rev. Louise Green, Beckner Committee Administrator

Re: Beckner Grant Recommendations, 2009 funds remaining

The All Souls-Beckner Advancement Committee recommends a special round of direct service grants to four neighborhood direct service organizations, with remaining 2009 funds. We expect this to be a one-time occurrence, leaving over \$100,000 available in our 2010 distribution.

This special round is a result of several factors: (1) a rollover balance of funds accumulated from years 2007 through 2009, (2) smaller rounds of internal and external grants in 2009; (3) the difficult climate for non-profit service providers in this year, and (4) the All Souls campaign since March 1 to be in solidarity with our neighborhood in challenging economic times.

We have solicited detailed letters on how funds would be spent and recommend **\$25,000** be given to these Ward 1 and 2 organizations, for a total of **\$100,000**:

- **Martha's Table**, to provide food to homeless and low-income people in the Children, Youth, and Family Food Programs
- **La Clinica Del Pueblo**, for the Patient Emergency Fund for transportation, food, medical devices, critical prescriptions
- **Columbia Heights Shaw Family Support Collaborative**, for comprehensive emergency services to families in need, through homelessness, at risk issues, or accident/dislocation
- **Christ House**, for the transportation services program for formerly homeless residents in ongoing medical treatment, towards the purchase of new van to replace an aging vehicle.

Each of these groups have long-term economic plans, strong management, and excellence in service delivery. They are all groups with which the congregation has done volunteer service and provided space use for quite some time. (over)

Nation's Capital Approves Same-Sex Marriages

By IAN URBINA

WASHINGTON — The City Council passed a measure Tuesday legalizing same-sex marriage, making the nation's capital the first jurisdiction below the Mason-Dixon Line to allow such unions.

The bill, which passed by an 11-to-2 vote, may still face obstacles in Congress, among city voters and in the courts, but most advocates of same-sex marriage say they expect it to become law by spring. Mayor Adrian M. Fenty has said he will sign the bill.

"Today's vote is an important victory not only for the gay and lesbian community but for everyone who supports equal rights," said Councilman David A. Catania, an independent and the author of the bill.

Opponents have vowed to overturn the bill by putting it to a referendum or by working with Congress, which has a month to review the measure once it is signed.

The city already recognizes same-sex marriages performed in states where they are legal: Connecticut, Iowa, Massachusetts and Vermont. New Hampshire will begin allowing same-

sex marriage early next year.

Republicans and conservative Democrats in the House, which oversees the District of Columbia's budget, are considering a variety of legislative methods to block the bill, including adding a rider to future appropriations bills. But Democrats who support the measure can probably prevent that.

Other opponents vowed to continue fighting.

"The City Council's action today is not the final word," said Bishop Harry Jackson, pastor of Hope Christian Church in Beltsville, Md., and chairman of a group called Stand4MarriageDC.

Mr. Jackson said he would lobby Congress to intervene, but he acknowledged that such a move threatened to upset some of his local supporters, who may be put off by the prospect of subverting local autonomy in Washington.

The city's Board of Elections and Ethics decided not to hold a referendum on the legalized same-sex marriage, and Mr. Jackson's group is challenging that decision in court on Jan. 6.

Councilman Catania opposes putting the matter to a popular vote. He noted that in a referendum in 1865, only 36 of the city's residents voted to extend the franchise to African-American men.

"It isn't that I'm fearful of losing," Mr. Catania said. "I think the process is diminishing. I think that putting the rights of minorities on the ballot and allowing the forces of intolerance to spend an unlimited amount to demonize and marginalize a population is unsavory."

In November, the Roman Catholic Archdiocese of Washington said that if the ordinance were passed, the church might have to limit its social service programs that help residents with adoption, homelessness and health care.

Under the bill, religious organizations would not be required to perform same-sex weddings or make space available for them.

The City Council has acted but hurdles remain.

Officials from the archdiocese, however, said they feared that the ordinance might require them to extend employee benefits to same-sex married couples.

Other religious groups have endorsed the bill.

"Social justice and equality are goals for all people of faith, which is why so many religious leaders and faithful people in the District support this legislation," said the Rev. Robert Hardies, senior pastor of All Souls Church Unitarian and a co-chairman of D.C. Clergy United for Marriage Equality. "The D.C. marriage equality bill ends harmful discrimination against same-sex couples, and we celebrate the City Council for supporting the human rights of all residents."

Same-sex marriage was briefly legalized in California until it was struck down in November 2008. Last month, Maine voters repealed a similar bill, making their state the 31st to vote in a referendum to block gay and lesbian couples from marrying.

Our Ideals and our Living Practices

With Examples from the Congregation

WELCOMING AND HOSPITALITY

We practice hospitality, welcoming all those who enter.

Greet people warmly; get acquainted with others; treat visitors as fellow worshippers; welcome newcomers into conversations; treat one another kindly outside of church as well as inside.

FURTHERING DIVERSITY

We work to foster a multicultural and multigenerational community that sees diversity in all its manifestations as a sign of our strength.

Engage with those who are different from us; challenge bigotry in all its forms; work to empower those who are disempowered; actively confront our assumptions through critical and studied examination of the forces that disadvantage some and privilege others.

LISTENING AND SPEAKING

We listen with respect and attention and speak with care.

Assume that people have good intentions; listen intentionally and compassionately; encourage people to speak without blaming or judging them when they do.

SERVING OUR CHURCH COMMUNITY

We serve our church community with generosity and good humor, and we will acknowledge the service of others.

Honor all levels of service to the church; solicit the input of others; encourage people to make choices that balance their needs with the needs of others; invite others to join us in our activities; honor the right of others to say no.

WORKING WITH CONFLICT

We resolve conflicts directly, using openness and compassion.

Make every effort to settle differences directly and openly; stay engaged with each other through difficult conversations; hold ourselves responsible for hearing all sides.

FORGIVENESS AND RECONCILIATION

We acknowledge our mistakes and shortcomings and are willing to forgive those of others.

Acknowledge our own and others' imperfections; forgive ourselves and others; be accountable for keeping our promises; lovingly call each other to account for behavior that is hurtful to others.

SOLIDARITY AND ACCOMPANIMENT

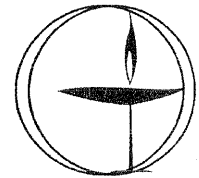
We support each other in times of joy and need.

Help each other in times of crisis; recognize each other's talents; remind others of the spark of divinity within them; embrace our different cultural and faith traditions; challenge each other to grow.

All Souls Covenant of Right Relations

All Souls Church, Unitarian
1500 Harvard St. NW
Washington, D.C. 20009

Phone: 202-332-5266
Fax: 202-332-8968
www.all-souls.org



PREAMBLE

To covenant with one another is to engage in the spiritual and everyday practice of loving better.

Although this document expresses our written promise to each other, our true covenant lives and breathes in our actions. In times of growth we will use it to deepen our bonds with one another; during times when we are loving well, it will inspire us to love better; and in times of conflict, we will use it to guide us. We expect this covenant to be challenging, but we also expect it to inspire us to strengthen our relationships and deepen our sense of community.

The spirit of the document and the specific examples of behavior come directly from contributions of the All Souls community. We commit to living and working with this draft covenant, adjusting the ideals, and expanding the examples to make it truly our own.

Our Ideals and Living Practices

Welcoming and Hospitality

Furthering Diversity

Listening and Speaking

Serving our Church Community

Working with Conflict

Forgiveness and Reconciliation

Solidarity and Accompaniment

(see reverse for examples of ideals and practices)

However, they have not been eligible for Beckner Fund external grants previously. This is because the current guidelines do not fund direct service provision, or organizations with budgets above \$1 million.

The current specific guidelines were established by the 2005 Beckner Committee, and are subject to review and revision each year by the current members. This grant recommendation falls well within the Beckners' original intent: All Souls congregation having an impact on the surrounding neighborhood, the general directive of the committee for over 25 years.

We hope the Board will share our enthusiasm about making a significant contribution to the neighborhood in a difficult time, at this holiday season. Our intent is to also challenge other congregations to join us in giving as they can, through press invitation and personal outreach.

Beckner Committee: Patrick Fitzgerald (Chair); Marta Urquilla, Colin Danville, Patrick Earle, Stephanie White, Alaina Briceland-Betts.