

2018_09_26 FINAL Minutes

All Souls Church Board of Trustees
Minutes
September 26, 2018

Called to order 7:00 by Tim Rhodes, President

Present:

Tim Rhodes, President
Russell Cross, Trustee
Robert Jayes, Trustee
John Schuettinger, Trustee
Esther Strongman, Trustee
Georgia Yuan, Trustee
Tracy Zorpette, Vice President
Rev. Rob Hardies, Senior Minister
Rachel Pfeffer, Interim Executive Director
Mark Regulinski, Treasurer
Brenda Barron, Moderator
Paree Roper, Moderator
Fran Jackson, Secretary
Congregants Present

Absent:

Patricia Lambert, Vice President

1. The Agenda was approved with the following changes: Paula Cole Jones' report was added to 4.a) before the Transformation Team activities; Request for legal opinion on health insurance was inserted as 4.c); and 2.a) Approval of the July Minutes was moved to 4.d).

2. Two items on the consent agenda were approved.

2. b) The Board approved the Ordination of Norman Allen as recommended by the Committee on Ministry. A letter of approval was sent on behalf of Norman Allen.

2. c) Response to UUA -proposed revisions to ministerial contracts for called senior ministers. An analysis by Esther had been circulated to the Board and the consent agenda approved the response created by her.

4.a) Transformation Team Activities.

Paula Cole Jones reported on the continuing work of building the beloved community, undoing racism, and making the 8th Principle active and central to every aspect of All Souls Church. Over the next twelve months, five workgroups will be meeting to identify and consolidate items/issues from the Congregational Feedback Report, develop preliminary recommendations for implementation and which groups to be responsible, recommend structure for accountability to measure success, and review key church documents and changes needed for them. The Transformation Team will serve as link

between the BOT and the 8th Principle Workgroups. The 8th Principle was not part of David Pyle's report, but it is clear that the governance structure can't be done without the 8th Principle. The Board must do its part of the work of transformation. Paula will meet with the Board in a work session before her next presentation to the Board on Nov. 14.

4.d) John recommended amending the July minutes part 4.c) on Recommendations from David Pyle to read "The board agreed in principle with many of the key recommendations of UUA Consultant David Pyle and hopes to proceed with implementing those recommendations following congregational input and approval, as required." With this amendment, the Board approved the July 25, 2018 minutes.

4.c) The Board approved Tracy Zorpette's request to consult with a lawyer for 1/2 hour to ensure the Church is following the correct law regarding continuation of health insurance benefits for separated employees.

3. Comments and questions regarding written report from the Executive Team. Senior Minister

Responding to a request by the Board at the July meeting, Rob presented a Proposal for A Consultation by the Rev. Dr. Lawrence Peers to facilitate a participatory congregational process resulting in the review of the current covenant of Right Relations with recommended revisions, a recommitting to a Covenant, and an on-going process of mutual accountability. To answer concerns regarding Larry's understanding of the 8th Principle and experience with multiracial and multicultural issues, Rob promised to put Larry in touch with the Trust/Reconciliation Workgroup and the Transformation Team. Paula offered to have a conversation in person with Larry in Philadelphia. Rob expects the remaining months in 2018 would be used by Larry for prepping purposes, establishing a steering committee, and working with that committee before broader congregational engagement in 2019. Rob expects \$10-15,000 in expenditures for the consultation on the covenant process. The Board did not approve this expenditure and further work was requested to incorporate the work on a new covenant into the on-going work of the transformation committee before a consultant is hired.

Executive Director

The Executive Director's written report submitted by Rachel Pfeffer contained two costly renovation recommendations: 1) HVAC replacement - air conditioning in the sanctuary and extending it to Pierce Hall; 2) Courtyard excavation to stop leaks into downstairs rooms. Five years ago, at the time of the capital campaign, an engineering study of the HVAC was completed along with other recommendations for maintaining and extending the functional life of the building. Rachel will look for that document. She will return to the October meeting with recommendations for going forward for the HVAC in spring 2019.

Tim expressed his appreciation of the productive All-Hands-on-Deck Workday planned and guided by the staff. The personal thank you notes were well received. The Board thanks the staff for a very successful day.

Rachel commended Rose's revised "Time Counts" volunteer opportunities effort which includes scheduling, reminder emails, and making new connections.

Rachel reported on the \$90,032 settlement (including the deposit) from the termination of the lease with the charter school. A colorful new brochure has been created to market the availability of the church's rental space and its amenities.

She is looking into collaborating with other church staffs for anti-racist training with All Souls' staff.

5. Committee Reports

Governance & Accountability Workgroup

Cathy Tortorici reported that this Workgroup is reviewing the 88-page report from four listening sessions and the governance recommendations by David Pyle. They are focusing upon four major areas to improve general management and increase the involvement of the congregation: 1) enhancement of the role of the Church Council; 2) processes of hiring/firing of personnel; 3) conflict resolution; and 4) priorities of implementation steps. The next steps of the Workgroup will include a series of meetings to review alternative governmental policies and structures, accountability measures, time frames for recommendations, and the new Executive Director. The Workgroup will extend an invitation to Trustees to attend future work sessions.

Executive Search Committee

Taryn Wilgus Null expressed the recommendation of the Search Committee to hire an Interim Executive Director. After a lengthy and considered discussion, the Board approved a motion with a vote of 6-1 that next person who will be the "permanent" Executive Director will be hired to report to the Board and directed that Esther, Rob, Rachel, Tim and the Search Committee create a job description to be approved by the Board via email or emergency meeting.

For the October meeting, Russell and Georgia volunteered to make a list of outstanding issues that the Board should consider in preparation for having the Executive Director report to the Board.

Tim volunteered to draft an amendment to Article 9 Section 2 that clarifies the reporting mechanism of the Executive Director to the Board and to present it at the October Board meeting.

A motion was made, seconded, and approved to adjourn to executive session for the performance review of the Senior Minister.

Adjourned at 10:00 PM.

Respectfully submitted,
Fran Jackson, Secretary