

MEETING MINUTES - FUUCA Board of Trustees

Meeting

Date	Tuesday, April 20, 2021
Started	6:30 PM
Ended	8:30 PM (CST)
Location	https://zoom.us/my/firstuuaustin password = 512452
Purpose	Regular scheduled meeting
Chaired by	Elias Ponvert
Recorder	Toni Wegner

Attendance

Present:	Meg Barnhouse, Leena Batra, Leo Collas, Rob Hirschfeld, Chris Jimmerson, Sadie Lambert, Nesan Lawrence, Elias Ponvert, Kelly Raley, Dave Riehl, Toni Wegner
Regrets:	Kristen Ray
Absent:	Shannon Posern
Invited guests:	Sage Hirschfeld

Minutes

1. Coming Back into Covenant

1.1. Chalice Lighting and Opening Words

Rev Chris read a chalice lighting that he wrote, while Rob lit a chalice

Status: Completed

1.2. Reading of Board Covenant

With the Values, Mission and Ends of First UU Austin foremost in mind, we the leadership do covenant to:

- Treat our time together and board commitments as spiritual practice
- Work collaboratively to clarify, assess and further our mission.
- Respect our time together by being focused, prepared and timely.
- Keep confidentiality when it is requested.
- Listen actively, address concerns directly with each other in a timely manner, and encourage others to do the same.
- Presume good faith in all our interactions acknowledging the importance of both intention and impact.
- Conduct ourselves openly, show compassion, respect boundaries, and enjoy each other's good humor in times of agreement and disagreement.
- Publicly support one another's decisions and leadership by speaking with one voice at the end of our deliberations.
- Agree to be called back into covenant.

Sadie read the Board Covenant.

Status: Completed

1.3. Confirm Timekeeper and Process Evaluator

Sadie was confirmed as the timekeeper and Nesan was confirmed as the process evaluator.

Status: Completed

1.4. Approve Agenda and Consent Agenda

The consent agenda includes prior meeting minutes, the Feb. 2020 financials, the program development report, and limitations monitoring 2.2.

Kelly moved to approve the agenda and consent agenda. Nesan seconded. The motion was approved by unanimous consent.

Status: Completed

Documents

- Program Development Report March 2021.pdf
 - 2.2 Treatment of Staff rev 04-08-2021.pdf
 - february2021financialreports.pdf
 - Minutes-2021-03-16-v1.pdf
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2. Connecting with our Moral Ownership

2.1. Visitor's Forum

Sage Hirschfield was introduced as a visitor to the meeting.

Nesan interviewed Leo Collas, who was representing the LGBTQ Community Heart Circle. This group started meeting in the early 2000s; First UU became the sponsor in 2018. Leo described the history of the group and the format.

- The core of each meeting is a chalice circle experience, using the curriculum used by other First UU Chalice Circles. During the pandemic, they have been meeting virtually. When they meet in person, they would add ice breakers.
- The group ranges from 5-36 people in attendance, ages 19-80.
- The group appreciates being able to meet in a safe and respected environment where they're not asked to subscribe to a particular set of beliefs.
- Leo said he would love to have help with spreading the word about the group. Meg suggested talking with Transformation through Service to find a volunteer. Sadie suggested advertising with the City of Austin.

Sage said hello, while members of the board applauded her efforts supporting Kelly and the Religious Education team.

Status: Completed

2.2. Recognition of Church Volunteers and Staff

Those identified:

- Kelly and the team for the wonderful job with the Easter Egg hunt.
- Kami who continues to help as needed and does some of everything.
- Tom Martin for recording all of the parts of the service done from the pulpit.
- Peggy Morton for her work with Alirio. She soldiered on through good times and bad!

Status: Completed

2.3. Moment with Meg

- Alirio, Hilda and Ivan have a one year stay of removal and are free to live outside of a sanctuary! They have been leaders in the sanctuary movement. Alirio will stay with a relative.
- We'll continue to be involved with Austin Sanctuary Network, but we won't have anyone else in sanctuary. The nationwide sanctuary network is reviewing what's best for seekers.
- Beginning 4/25, there will be a monthly no coffee coffee hour in the courtyard at 2:00 pm to help people get in practice to meet in person. Masks will be worn.
- When we return, we will mostly have RE and childcare outside.
- We're learning from other churches that have already gone back
- We're talking about the possibility of hiring a co-DRE for Kelly, who has more work than she can do in 25 hours/week.

Status: Completed

2.4. Reviewing Board 2021-2022 slate

Elias reviewed the Nominating Committee recommendations for the board. See the attachment in the board materials.

A question was raised about whether there were people who expressed interest being on the Board and were not invited. Elias will follow up with the Nominating Committee to make sure those people were told in a way that leaves fewer hard feelings, and that they be encouraged to talk with Transformation Through Service about other opportunities.

The Board votes on members of the Nominating Committee. Valerie, Tomas and Phil Hewitt have all agreed to stay on; Elias will be added next year as past-President.

Elias moved that we accept these members of the Nominating Committee. Kelly seconded. Consent was unanimous.

Status: Completed

Documents

- 2021-2022 Board Nominees.pdf
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3. Monitoring our Progress

3.1. Ends interpretations 1.4.1

Ends interpretation 1.4.1 (live our faith and values)

- Positive comment that the Executive got to report on the freedom of Alirio, Hilda and Ivan!
- Discussion of the Change Team being unable to do their work, with some background on the group and departure of members. More work is needed in this area.
- The Moment for Beloved Community came out of the Change Team.
- The Change Team brought Jackie Lewis to do a presentation for leadership. The plan was to bring her back for a bigger group, which may still be done.

Status: Completed

Documents

- 1.4.1 Monitoring Report 2021.docx.pdf
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3.2. Board Engagement Committee

Sadie and Leo followed up on their interview with Kimberly Keaton (archivist of African American history for Austin Public Library) with a proposal for a Board project. They will provide a video and talking points and ask each board member to videotape themselves responding to the issues. They will put this into a short video.

- Responses can be taped in Zoom, as though you're in a meeting.
- Please address either as Kimberly Keaton or Ms. Keaton.
- She was selected as a person who is making a difference in the black community;

Status: Completed

3.3. Policy Committee

Dave presented the Policy Committee's recommendations on remote and electronic meetings to change the Board policy in support of the Bylaws change.

- Concerns were expressed about where and whether this would fit in the Governing Policies document. Dave said he would come back with a scrubbed version and show how it fits. It was suggested it can be added as section 3.9, but there were concerns it was inconsistent with the types of items included in the document.
- The Congregation Meeting Rules of Procedure were already amended to include information about online meetings and voting, so it was agreed it was not necessary to address this again.
- It will be important to make sure there are no inconsistencies with the bylaws and meeting procedures, especially related to voting.
- The Policy Committee wants to ensure that people can be present and included in meetings in a variety of forms, wanting to err on the side of inclusion with voices being heard.
- The Policy Committee will revise the proposed language, including putting it in the context of the Governing Policies, and send it to Board members with two weeks to review.

On the reference to Appendix A in the Board Policy documents; Dave reviewed the documents but was unable to find the appendix. For limitation 4.4.4, he recommended striking any reference to schedule and appendix. Dave motioned to accept this. Rob seconded; it was passed by unanimous consent. Chris agreed to make the change.

They will review the policy that references Appendix B for next meeting.

Status: Completed

Documents

- FUUCA-Proposed Bylaws Change-Remote-Meetings(7)(3).pdf
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3.4. Monitoring committee

Kelly reported on the Monitoring Committee's report of monitoring the treatment of staff. They conducted interviews using a script as direct observation of the measures. The interviews went well and affirmed that the Executive meets or exceeds these measures. The report (included in Board materials) offered suggestions of things the committee can keep in mind for future monitoring. One note from the interviews was that it is clear policy governance is helpful and valued by the staff.

Elias gave an update on the Board self-monitoring of sections 3 and 4. He has started working on the evaluation, which will be reviewed at the May meeting and sent out in advance. Some new interpretations were added.

Status: Completed

Documents

- Monitoring Report on 2.2 Treatment of Staff.pdf
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3.5. Linkage Committee

Nesan indicated that the Linkage Committee had no updates.

Status: Completed

4. Learning & Creating the Future

4.1. My Grandmother's Hands, Chapters 14-17

This section was moved to after the meeting was adjourned, so those with other commitments could leave.

Toni led the discussion of Chapters 14-17. Two exercises--one with humming and one with rocking side to side--were done to practice harmonizing with other bodies. There was discussion of the experience. Next there was discussion of how police hearts and bodies might be mended.

Status: Completed

5. Adjourn

5.1. Action Items

Let's review the action items from this meeting and assign roles for:

- Readings
- Timekeeper
- Process Evaluator
- Snacks

For next month's meeting

Dave, Rob will do the readings

Nesan will be timekeeper

Kelly will be the process evaluator

Sadie will lead the discussion of My Grandmother's Hands, Part III

Action items:

- Elias will follow up with the Nominating Committee to make sure those interested in being on the Board were told in a way that leaves fewer hard feelings, and that they be encouraged to talk with Transformation Through Service about other opportunities.
- Elias will deliver monitoring report for section 3 and 4 two weeks before the meeting.
- Kristen to write thank you notes
- All to read the rest of My Grandmother's Hands (Part III)
- Chris to update language in the policy that was changed
- Policy committee to modify proposed language about remote meetings based on discussion and send in advance
- Policy committee to revise the policy that refers to Appendix B (to remove that reference)
- Board Engagement Committee to sent out the video assignment; Board members to do their video recordings

Status: Completed

5.2. Process Evaluation

Nesan did the process evaluation.

- Well run meeting



- Time keeping went well; Sadie did it with humor
- Adhered to guardrails for policy governance
- Good involvement and discussions
- Action items were addressed

Overall - satisfactory

Status: Completed

5.3. Extinguishing the Chalice and Closing Words

Rev Chris read closing words by Maya Angelou, and Rob extinguished the chalice.

The meeting adjourned just after 8:30 p.m., with the discussion of My Grandmother's Hands (section 4.1) following the adjournment.

Status: Completed
