



## MEETING MINUTES - First UU Austin Board of Trustees

### Meeting

<b>Date</b>	Tuesday, June 20, 2023
<b>Started</b>	6:30 PM
<b>Ended</b>	8:30 PM (CST)
<b>Location</b>	First UU Church of Austin 4700 Grover Ave Room 13 Austin, TX 78756
<b>Purpose</b>	Regular scheduled monthly meeting 3rd Tuesday of every month
<b>Chaired by</b>	Vic Cornell
<b>Recorder</b>	Gretchen Riehl

### Attendance

<b>Present:</b>	Donna Carpenter, Vic Cornell, Russell Holley-Hurt, Joseph Hunt, Chris Jimmerson, Jonalu Johnstone, Mateo Kresha, Nesan Lawrence, Sasha Lorenzo, Evan Mahony they/them, Shannon Posern, Kelly Raley, Dave Riehl, Gretchen Riehl, Kelly Stokes, Erin Walter, Nathan Walther
<b>Regrets:</b>	Suzette Emberton, Jonalu Johnstone

### Minutes

## 1. Coming Back into Covenant

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### 1.1. Chalice Lighting and Opening Words

Donna read opening words & lit the chalice

**Due date:**

**Status:** Completed

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### 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.

All present read the Board Covenant together

**Due date:**

**Status:** Completed

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### 1.3. Confirm Timekeeper and Process Evaluator

Timekeeper: Kelly Raley

Process Evaluator: Russell Holley-Hurt

- Timekeeper: Kelly Raley
- Process Evaluator: Russell Holley-Hurt

**Due date:**

**Status:** Completed

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### 1.4. Approve Agenda and Consent Agenda

- Minutes from May Board meeting
- Monitoring: 2.8 Communication and Support to the Board
- FUUCA Financials

Passed by acclamation

**Resolution #:**

**Moved:**

**seconded:**

**Status:** Carried

**Vote:**

Documents

- Minutes-2023-05-16-v1.pdf
  - 2.8 Communication and Support of the Board rev 06-2023.pdf
  - April 2023 Board Financial Report.pdf
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## 2. Connecting with our Moral Ownership

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### 2.1. Visitor's Forum

Likely won't have a visitor's forum this meeting, as committees are not yet set.

No visitors

**Status:** Completed

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### 2.2. Recognition of Church Volunteers and Staff

Joseph Hunt has volunteered to take on this task for this church year.

Joseph Hunt agreed to to take on this task for the church year.

Suggestions for next round:

- Celeste Padilla
- Leo Collas
- Gillian Redfern

**Status:** Completed

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### 2.3. Moment with Rev. Chris

Rev. Chris highlighted the following items:

- We are behind on the budget year to date
- The auction raised \$5600
- Another church has asked to use our online sermons.
- Kiya Heartwood will be installed at Unitarian Universalist Church of the Brazos Valley on October 14
- The church will be offering an educational series on tools for dealing with trauma for gender diverse individuals and their families.

**Status:** Completed

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### 2.4. Moment with Rev. Jonalu & Rev. Erin

June interim ministry appraisal attached.

Rev. Jonalu and Rev. Jonalu reviewed the interim minister appraisal that she and Rev. Erin completed. She highlighted several items:

- The church is solidly humanist. We have an increasing number of members who represent other spiritualities.
- We are increasingly understanding our role as a larger congregation that can make connections with other area congregations and function as a base for social justice and legislative advocacy as we are based in the state capital.
- Music is a strength
- Humor is an important part of our identity.
- Primary challenges are the construction loan, staffing levels and staff pay and deferred maintenance.
- As a church, we need to identify the following areas
  - Develop a communication plan
  - Standardize job descriptions and evaluations.
  - Learn to integrate virtual members
  - Living into the 8th principle
  - Continue to work on our caring community.

Vic Cornell commented that we will continue to monitor the OKRs instead of ends at least until we vote on the internal candidate for senior minister.

**Status:** Completed

Documents

- 2023 June - Interim Ministry Appraisal.docx
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## 3. Monitoring our Progress

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### 3.1. Discussion of FUUCA Financial Matters

To properly prepare for the next budget, we need to:

- Determine Rev. Chris' salary
- His current contract expires 7/31/2023
- Consider loan payment options
- Vote re: Rev. Michelle's housing allowance

1. The vote for a salary increase for Rev. Chris was tabled pending more information on UUA guidelines. We subsequently held an email vote.
2. There was discussion regarding the budgeting of the loan payment and next steps to address it. The next agenda item addresses this in detail.
3. The vote for Michelle's housing allowance was tabled as we are awaiting the dollar amount from her

**Due date:**

**Status:** Completed

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### 3.2. Report on Land Sale Offer

There are several ways to address the impending increase in monthly operating costs due to the mortgage.

- Sale of church land - we have an offer in hand that will net \$1.2 million over the next 10-15 years but the offer requires owner financing and we will have some additional cost for legal and engineering services to close the deal and do our due diligence. We are holding town hall meetings on June 25 and June 28.
- Unrestrict our savings fund so that we can use it to make the monthly payments, thus decreasing the burden on the stewardship committee to raise the additional funds in the annual pledge drive.
- Hold another capital campaign with a goal of \$1.7 million to address the mortgage as well as staffing pay and deferred maintenance.

**Status:** Completed

Documents

- 2023.06.08 Announcement - Possible Sale of Partial First UU Austin Property.pdf
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### 3.3. Finalize Board Committees

- Linkage Committee
- Monitoring Committee
- Policy Committee
- Board Engagement?
- Committee on Budget & Financials?
- Stewardship?

We will have four board committees this year. We will add a sabbatical committee later if needed.

Committee makeups as of 7/3/23:

- Linkage
  - Nathan Walther - chair
- Monitoring
  - Kelly Raley - chair
  - Evan Mahony
  - Joseph Hunt
- Policy
  - Dave Riehl - chair
  - Victor Cornell
- Transitions
  - Donna Carpenter - chair
  - Russell Holley-Hurt
  - Victor Cornell

Not yet committed:

- Gretchen Riehl
- Suzette Emberton

- Mateo Kresha

**Status:** Completed

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### 3.4. BOT Charge to the MSC

Questions:

- We're clearly leaning towards a co-ministry plan for the future...
- Are we offering Rev. Chris a co-ministry position or a senior minister position?
- The question is what happens after inside candidate vote?
- Are we going to immediately go into search for 2nd minister once we've got the first one settled? Same search committee or new one?
- If it's a Co-Minister, a lot depends on the inside candidate vote
- If it's an **Assistant** Minister (with the goal of moving up to co-minister), the settled minister could hire that person, with input from congregation
- If it's an **Associate** Minister (with the goal of moving up to co-minister), the search committee would work with the settled minister to go into search
- Should the linkage committee try to get congregational feedback on this?
- No matter which route(s) we take, there will need to be a bylaw change, as they only refer to "the senior minister".

We discussed this issued and determined that the charge to the committee is to search for a senior minister. After the decision regarding the internal candidate is decided, we will discuss next steps.

**Status:** Completed

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### 3.5. Board Retreat Planning

- Agenda additions/concerns?
- Friday evening (5:30-8:30pm) will include MSC
- Dinner? Potluck, order, suggestions?
- Saturday (8:30am-4pm) will just be BOT
- Breakfast & lunch? Potluck, order, suggestions?

Board retreat will be Friday, August 18 from 5:30-8:30 and Saturday, August 19, 8:30 to 4:00. Friday will include the ministerial search committee.

**Status:** Completed

Documents

- 2023.08.18 Agenda - Board Retreat 2023.pdf
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### 3.6. Votes taken via email after meeting

- Vote #1: Increasing Rev. Chris' salary to \$115,800; to match Rev. Michelle & current UUA guidelines for churches our size
- Vote #2: Approval of Rev. Michelle's requested housing allowance of \$42,500 (~37% of salary)
- Vote #1 (Rev. Chris salary up to \$115,800): passed by acclaim (8 ayes, 3 abstentions)
- Vote #2 (Rev. Michelle housing allowance of \$42,500): passed by acclaim (8 ayes, 3 abstentions)

**Due date:**

**Status:** Completed (7/3/2023)

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## 4. Learning & Creating the Future

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#### 4.1. Board Book Discussion

We haven't selected a book yet.

Rev. Jonalu suggests these sections of "Widening the Circle", around implementing the 8th Principle effectively:

- Governance <https://www.uua.org/uuagovernance/committees/cic/widening/governance>
- Congregations and Communities <https://www.uua.org/uuagovernance/committees/cic/widening/congregations-communities>
- Innovations and Risk-Taking <https://www.uua.org/uuagovernance/committees/cic/widening/innovations>
- Restoration and Reparations <https://www.uua.org/uuagovernance/committees/cic/widening/restoration-reparations>

Or we could consider the entire book:

- <https://www.uua.org/uuagovernance/committees/cic/widening>

Or other suggestions?

We will read several sections of "Widening the Circle" for our book this year. For next meeting we are to read the section on Governance.

**Status:** Completed

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## 5. Adjourn

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#### 5.1. Action Items and Announcements

Let's review the action items from this meeting:

1. (Joseph) For thank you notes for next round: Celeste Padilla, Leo Collas, Gillian Redfern
2. (Vic) Get info to the full board about Chris' salary, its effect on the budget, and UUA recommendations
3. (Vic) Get in touch with Susan Thomson with the Ministerial Search Committee, to see what (if any) guidance they've already gotten on the co-minister questions
4. (Vic) Send info to the full board about the new committees & chairs, and enlist participation in those committees
5. (Vic) Connect with MSC & Mary Overton with Stewardship about a potential capital campaign

**Due date:**

**Status:** Completed

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#### 5.2. Assign Roles for Next Meeting

Assign roles for:

- Readings:
- Timekeeper:
- Process Evaluator:
- Snacks?:

Assigned roles for next time:

- Dave Riehl will provide the readings
- Evan Mahony will be timekeeper
- Nathan Walther will be the process evaluator
- Donna Carpenter will bring snacks.

**Status:** Completed

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### 5.3. Process Evaluation

Other than running long on time, the consensus was that we adhered to our board covenant during the meeting.

**Status:** Completed

Documents

- Board process review form.docx
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### 5.4. Extinguishing the Chalice and Closing Words

Donna Carpenter read the closing and extinguished the chalice.

**Status:** Completed

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